INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FEBRUARY 2006

TEAMSTER

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Teamsters Celebrate Black History Month



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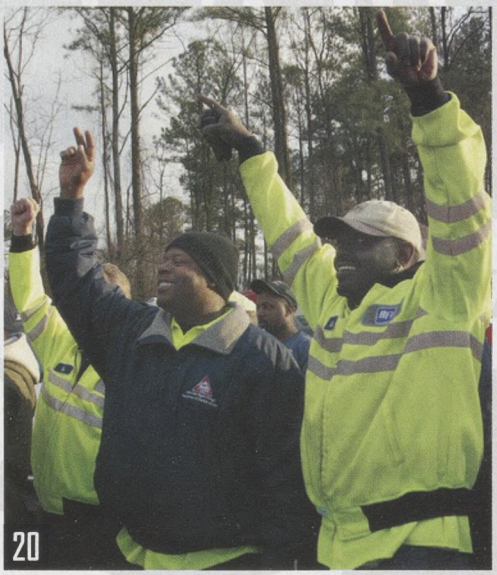
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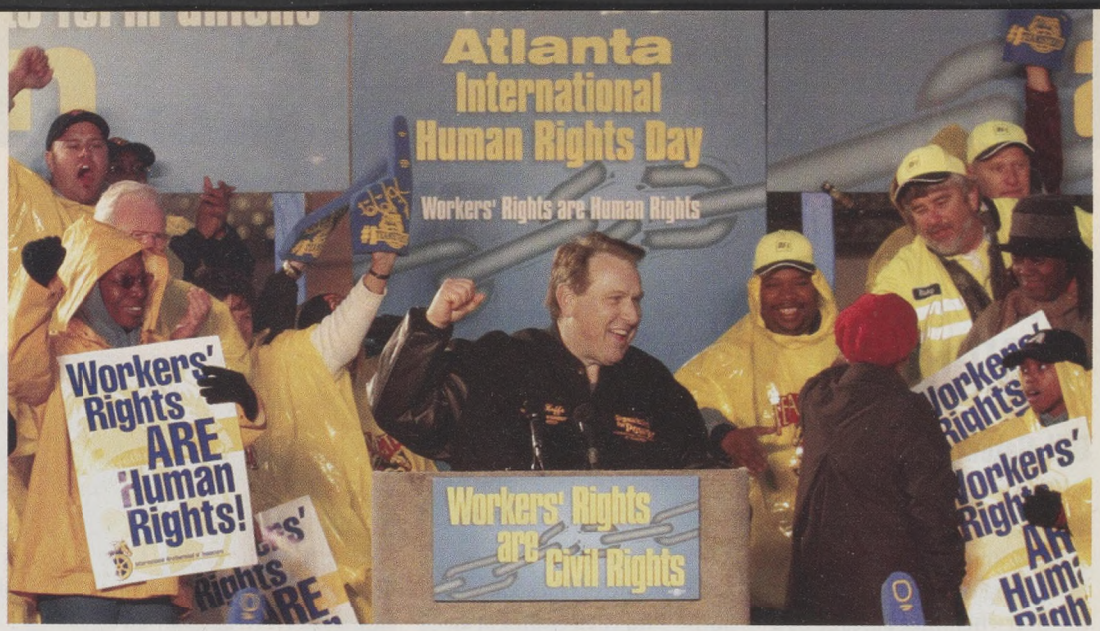
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A MESSAGE FROM THE GENERAL PRESIDENT

Remembering Rosa Parks

In remembering the life of Rosa Parks, what stands out is the tremendous courage it took for her to remain seated on that bus in 1955. In doing so, she confronted a whole system of injustice bearing down on her and her fellow African-Americans.

The same courage is required of workers struggling to organize in today's economy. Unchecked corporate power, ineffective labor laws and the pressures of globalization have all created formidable odds. But courage, perseverance and, above all, principled solidarity are still the secret weapons that all people possess.

Martin Luther King Jr. also championed a vision of labor rights being synonymous with civil rights. King pointed out that the racist and the labor-hater were often one and the same, "spewing anti-Negro epithets from one mouth and anti-labor propaganda from the other mouth."

Sadly, Dr. King was murdered in Memphis, Tennessee while supporting the rights of striking sanitation workers. But I think he would be heartened to know that his spirit is alive and well as Teamster waste workers in Alabama, Georgia and Florida recently secured first contracts achieving security for their families and respect on the job.

"I Can Take It No Longer"

Dr. King once described Rosa Parks' act of civil disobedience as a simple breaking point where the human personality cries out, "I can take it no longer."

Today's workers are approaching a similar point as they see the hard-won victories of the past crumble around them. Today, American workers have less economic security, with corporations sending jobs overseas and wages so low many work two or three jobs just to cover their family's basic necessities. Forty-five million Americans are without health insurance, and skyrocketing health care costs eat away at paychecks that are already stretched. And to make matters worse, the number of workers with defined benefit pensions has dropped from 41 percent to 21 percent since 1978.

Clearly the frail moorings of middle-class life are coming undone, yet the Bush administration shows neither concern nor initiative in finding meaningful solutions to these problems. African-American workers, continually on the frontlines of layoffs and downward economic trends, are particularly stung by these factors. In 2005, median weekly wages earned by blacks fell 5 percent while wages for whites dropped 1 percent. The decline in black union membership no doubt plays a role in these losses.

It is my hope that Rosa Parks' life will serve as a reminder to workers of all races and ethnic groups that there comes a time when enough is enough. With corporate greed and corporate-owned politicians making our laws and running our country, now is the time to be building and organizing for the future.

Workers can rise above these obstacles by joining together in trade unions, and building the kind of solidarity and strength that can challenge the powers that be and change the course of history. Rosa Parks' life is proof of that.

James P. Hoffa

Miami Slice

DHL Gateway Teamsters in Florida Approve First Contract

DHL workers are celebrating another in a long string of victories with the overwhelming passage of a contract in Florida.

Teamsters at the Miami International Airport (MIA) DHL gateway facility approved a four-year contract in December, gaining wage increases, a pension plan and job security language.

"We are ecstatic that we have completed these negotiations," said Alex Saumell, an 18-year worker at the DHL Miami gateway facility. "The credit goes to Mike Scott, Don Marr and all the workers here at the gateway who stood strong through this entire process."



Exceptional Contract

By ratifying the contract, the 130 workers at MIA became the third DHL gateway location to be protected by a Teamster agreement this year.

Miami gateway workers are joining 300 DHL Teamsters at John F. Kennedy International Airport in New York and 150 gateway workers at Los Angeles International Airport.

In addition to securing excellent wage increases and lowering the cost of health insurance for the workers, the agreement includes job security language and guarantees a minimum of 40 hours per week for full-time employees. The contract also includes strong language that provides the members with an outstanding grievance procedure and seniority requirements.

"These workers were so excited about becoming Teamsters," said Michael Scott, President of Local 769 in Miami. "This is an exceptional first contract that will provide improvements across the board for these workers."

Looking Ahead

The solid contracts at the gateways set the stage for DHL workers at independent cartage contractors (ICCs) around the country who are involved in negotiations with those operators.

"The workers sent a message to DHL that they are proud Teamsters who will support all the DHL workers that are negotiating a first contract," said Don Marr, a Local 769 business agent.

A major focus of the International Union during 2006 will be to secure contracts for those ICC workers who have chosen Teamster representation. The DHL team at the International Union is currently assessing the needs of different locals to devise strategies that will secure strong contracts with the ICCs.

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Taking Care Of Business

395 Residential Assistants Join Local 926

On November 30, 395 residential assistants at Passavant Memorial Homes reached a card-check majority and joined 275 of their coworkers to become members of Local 926 in Pittsburgh, Pennsylvania. The unit has now grown to 670 people.

Residential assistants at Passavant, who are scattered within a 100-mile radius around Pittsburgh, care for mentally challenged individuals living in group homes.

"I'm in this field because I care about people, but employees are people too. We had no powers at all," said Barry Malloy, a residential assistant.

As a nonunion worker at Passavant, Malloy had to pay a $500 deductible when he had lab work and surgery last year.

"It's like I took a $500 pay cut," he said. "I've heard so many stories of single mothers with children—a lot of them refuse to go to the doctor because they can't afford it. That's why I wanted a union."

Neutrality and Card-Check

Local 926 won a neutrality and card-check agreement with Passavant in November 2004.

"I explained to the company's lawyer that we have a protection rights clause, which allows us to honor a picket line," said Charlie Byrnes, Local 926 Secretary-Treasurer. "I think the fear of knowing that we had the power to shut them down on the organized end was the motivating factor. They didn't want that problem."

"Having a neutrality agreement made this campaign much easier," said Gwen Helms, a union steward at Passavant. "But it's never been about the money for me. It's always been about being treated fairly, and having a say how we take care of people."

A Brighter Future

Local 120 Wins Back Union Jobs

Paul Smith always wanted the security and benefits of a union job after having one years ago. Now, thanks to Local 120 in St. Paul, Minnesota, Smith has a brighter future as a carhaul Teamster.

"I love being a Teamster," said Smith, a driver for Allied Systems. "I feel more secure for myself and for my family."

Local 120 successfully fought to get union carhaul jobs back that had been lost to a nonunion company. As a result, Smith and three-dozen other carhaul drivers and several mechanics are now proud Teamsters.

In 2000, General Motors contracted the work at Cottage Grove, Minnesota to Sierra Mountain Express, a nonunion company, putting the Teamsters out of work. Until that year, there were no nonunion carriers in Cottage Grove.

Regaining Work

The Teamsters regained the work recently by using a clause in the national carhaul contract that allows Teamster-represented companies to bid more competitively for work that was taken by nonunion companies. The national contract allows short-term wage adjustments as a way of regaining work for the long run.

"This contract has created new, good-paying Teamster jobs," said Louie Miller, business agent for Local 120. "Our strategy is a cancer on nonunion operators because we are starting to erode their base of operations."

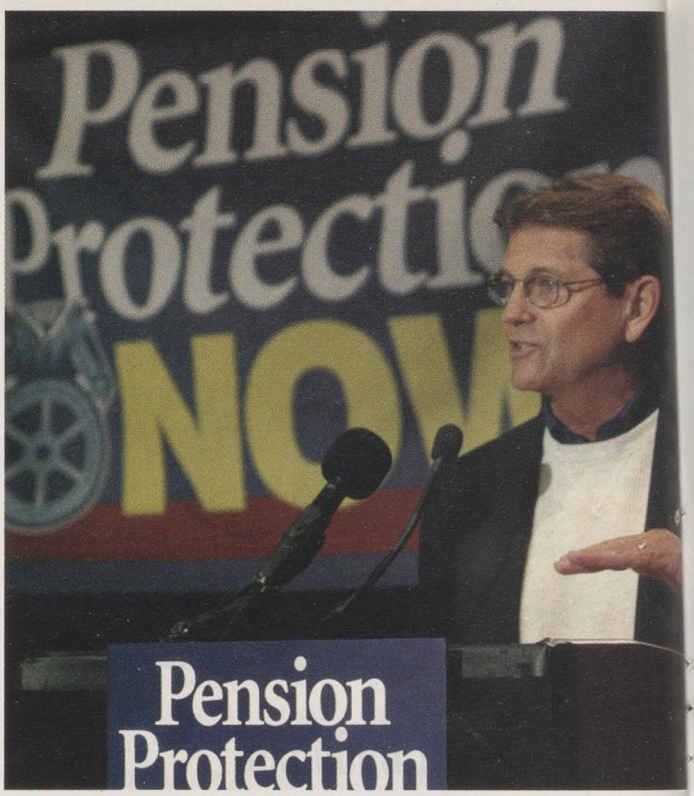
Local 120 now has a contract with two union companies: Allied and E&L, which are doing much of the work.

"This is a win-win situation for our members. Our Teamster carhaul members receive solid wages and receive full health and pension benefits," said Fred Zuckerman, Director of the Teamsters Carhaul Division. "We're going to work with Local 120 and with other local unions to regain more work through this process."



The Fight For Pensions

Hoffa, Union Lead Effort to Protect Vested Benefits



When Congress began its 2005 legislative session, the Teamsters put together a plan aimed at getting the House and Senate to finish a job they had begun the year before: protecting multiemployer pension funds.

These funds—which cover 10 million working Americans, including 750,000 Teamsters—suffered significant losses due to the stock market slump of 2000 through 2002.

As part of that effort, the Teamsters worked with a group of unions, trade associations and employers who also had a stake in protecting multiemployer pension funds—the Multiemployer Pension Plan Coalition. The members of the group shared a goal of achieving pension legislation that would modernize accounting rules for pensions and give funds the tools they needed to recover from stock market swings.

The International also engaged Teamsters across the country in the fight for pension protection, resulting in over 100,000 members signing the Teamsters' Pension Protection Petition.

In response to that groundswell of support, the House and Senate began work on a number of measures related to pension protection.

More Harm than Good

The Teamsters withheld support for those proposals because none responded adequately to the needs of multiemployer pension funds—and a number of them would actually have done more harm than good.

Sunny Skies

NetJets Pilots Ratify "Unprecedented Contract"

In a recent victory, more than 2,000 pilots at NetJets Inc.—represented by Local 1108 in Columbus, Ohio—ratified a five-year contract by a more than a 4-1 margin. The new agreement raises wages by 40 to 60 percent, strengthens job security and improves scheduling-related issues for pilots at the airline.



"This is an excellent contract," said J.B. Cockrell, a four-year pilot who flies out of the San Francisco gateway. "It's obvious—84 percent voted in favor of it."

"This agreement assures a better future for pilots and their families," said Bill Olsen, Local 1108 President. "NetJets will no longer be a stepping stone to a career in the aviation industry, but rather a company where pilots make their careers."

In addition to significant wage increases, the new contract also features strengthened "scope" language, which prevents the company from farming out Local 1108 pilots' work. In addition, the pact grants pilots greater ability to choose how they build their schedule.

"This takes the workers up to the level of the legacy carriers in terms of wages, working conditions and benefits," said Don Treichler, Teamsters Airline Division Director. "This is an unprecedented contract."

Four-Year Struggle

Recognized as the safest in the

Some members of Congress were pushing a proposal called the "red zone" provision, which would have allowed fund administrators to reduce a participant's vested benefits.

In the hope that these problems would be resolved and result in a positive bill, the Teamsters cautiously supported the process moving forward. But after months of work, many of the Teamsters' concerns had still not been addressed—including the so-called "red zone" language.

With the legislative session drawing to a close it became unlikely that Congress could pass a bill to provide meaningful relief for multiemployer plans while protecting Teamsters' vested benefits.

No Cut in Vested Benefits

"The final weeks of a legislative session are typically marked by backroom deals and limited transparency," said Government Affairs Director Mike Mathis. "If you push Congress to take action on an important issue under those circumstances, you run the risk of ending up with a bill that does more harm than good."

Given that reality, General President James P. Hoffa informed Congress that it was no longer in the best interest of Teamster members to actively support efforts to pass pension legislation in the 2005 session. At the same time, the Teamsters withdrew support for the Multiemployer Pension Plan Coalition's proposal—due in part to disagreements over the "red zone" provision.

"Our members work hard and are entitled to receive the pension that they earned," Hoffa stated in his letter to Congress, "and no one should be able to take that away from them."

"Our members work hard and are entitled to receive the pension that they earned, and no one should be able to take that away from them."

— JAMES P. HOFFA, TEAMSTERS GENERAL PRESIDENT

fractional-airline industry, NetJets pilots had been in contract negotiations with the company's ownership since their last contract became amendable on October 1, 2001. The union membership rejected a tentative agreement presented in August 2004 by 82 percent.

In late April 2005, the pilots did something no group had ever done before: picket the annual shareholder meeting of Berkshire Hathaway, Warren Buffet's conglomerate, in Omaha, Nebraska.

"At the time, our pilots were being paid around half the industry average for flying the same equipment," said Alan Hayes, a three-year NetJets pilot. "While all of these investors are enjoying the fruits of our labor, our pilots were struggling to make ends meet. Mr. Buffett has always had a reputation of paying exceptional employees what they deserve. We only asked for the same consideration."

Fractional-ownership airlines like NetJets fly some of the world's wealthiest and most influential individuals to destinations on-demand. With over half the market share, NetJets dominates the industry.

UPS Teamsters—— The Best In The Business

Parcel Members Deliver During Holiday Season

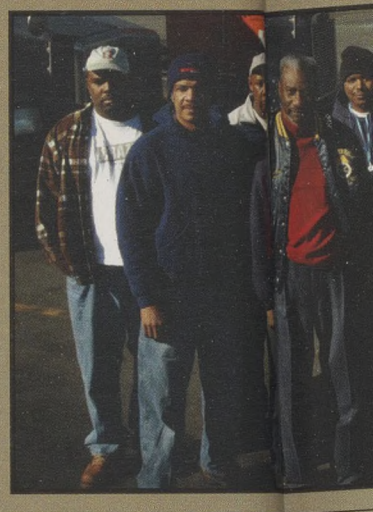
Once again, UPS Teamsters answered the call this holiday season by delivering millions of packages on time, including the peak day of December 20, when more than 20 million packages were delivered worldwide.

The peak day figure translates into 230 packages delivered every second.

The next day, December 21, brought another high: more than 5 million air express packages delivered worldwide.

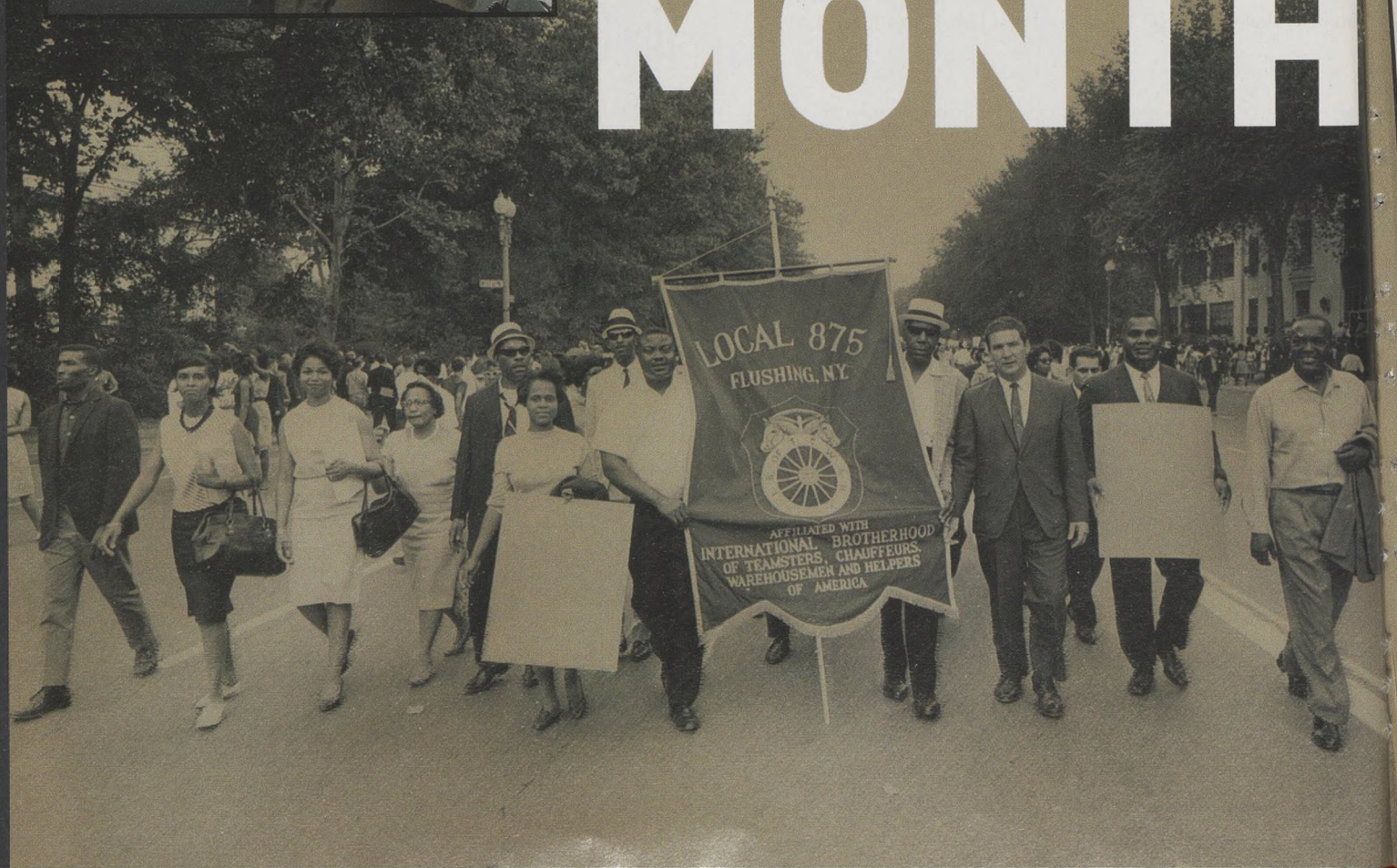
"Our members at UPS are the best workers in the package-delivery industry, and this past holiday season they proved it once again," said Jim Hoffa, Teamsters General President.

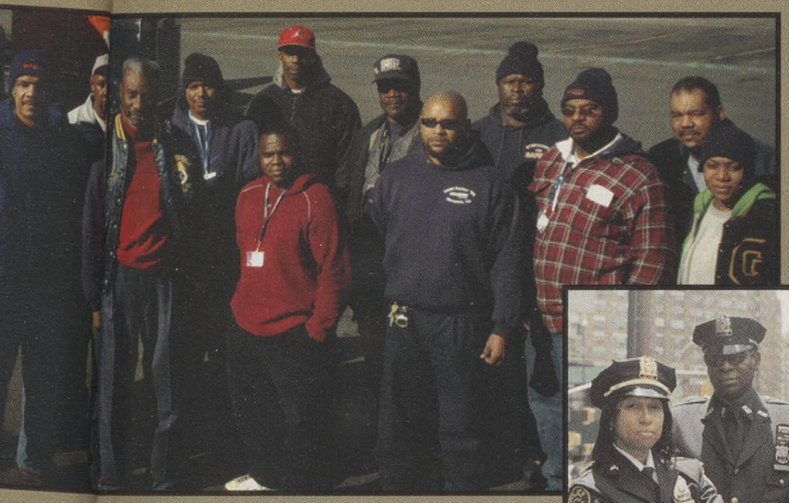




TEAMSTERS CELEBRATE BLACK HISTORY MONTH









When Ferline Buie joined Local 922 in Washington, D.C in 1966, she didn't expect to be a member for very long. She viewed her job at Hertz as "an in-between position." She didn't know much about the Teamsters, but as a young black woman, she did not think there was much in it for her. After attending a few meetings, she was pleased to discover there was much more to the union than she thought. In fact, she could envision herself as a local union officer.

That aspiration started her on a path she never imagined possible.

"I went to the president of the local at the time, a man named Ed Monahan, and told him my ambition. To my surprise, he took me seriously," Buie said. "He said my race and gender didn't matter if I was consistent, loyal and as involved as possible in the union. It changed my life."

Today, Buie is the President of both Local 922 and Joint Council 55.

The Teamsters Union has always been ahead of other unions in terms of its treatment of minority members. Women and minorities were part of the membership from the beginning, with black Teamsters in attendance at the founding convention.

Pioneer of Diversity

Early on, leadership in the union believed in "no color line" and was strongly against separate unions for African-Americans. A 1903 group portrait of the first New Orleans local shows that half of the officers were black. And in a 1906 issue of the *Teamster* magazine, there was an impassioned call for all local unions to organize black workers, particularly in the South.

General President James R. Hoffa was strongly opposed to segregation of any kind and chose to forfeit prospective members rather than abandon the principles of the union. At one point in the 1950s, he and Vice President Harold Gibbons traveled to New Orleans to lead an organizing campaign at a chemical plant but were stonewalled by white workers demanding a separate local for black workers. Hoffa refused, knowing they would lose the election because of the decision. Hoffa was angry about the loss but felt the union was better off without such racist attitudes. "We don't need 'em," he said. "Their way is not the Teamster way."

Joe Nero, who became a member of Local 272 in New York City in 1941, remained a proud Teamster until his death in 2004 at the age of 103. He always maintained that unions were the best thing to happen to black workers.



"The Teamsters did me right and gave me a good life. They didn't care if I was black or white," he said. "Being in the union was the difference between a good life and a tough one. Always was, always will be."

Fighting for Equality

From its earliest days, the Teamsters fought for racial equality. Part of a contract for female laundry workers in 1917 included a non-negotiable provision that black women must be paid the same as white women doing the same job.

By World War I, the Teamsters were on their way to being one of the most diverse organizations in the country. During the war, African-American workers patriotically stepped into

jobs previously held only by whites, but still faced unjust practices from employers. In numerous cases, the Teamsters stepped in and offered the workers the protection of the union, ensuring fair treatment. In 1919, the union adopted the national slogan, "Equal pay for equal work," a signal that the Teamsters were strongly supportive of all their members.

"I have always been treated fairly and been allowed to advance as my skills developed with no hindrance because of my race or gender," said Sheryl Allen, a superintendent with New York City Housing and member of Local 237 in New York City since 1984. "The Teamsters are the reason that freedom and opportunity exists. In fact, the strength and support from our local has helped make my department one of the most progressive in the city government."



A New Era

The 1960s brought a new era to the union—especially involving social justice. In April 1961, Teamsters collected four tons of food and clothing for evicted sharecroppers in Tennessee. In addition, General President Hoffa announced that locals across the country would help provide food and clothing to black families who were being punished for registering to vote in the 1960 presidential election.

Teamsters did more than send supplies to help fight racial injustice. On August 28, 1963, hundreds and hundreds of Teamsters were among the more than 250,000 people taking part in the historic March to Freedom in Washington, D.C. where they heard Dr. Martin Luther King Jr.'s historic "I Have a Dream" speech.

"When I went to work for ETWC Trucking in 1970, everyone knew about the Teamsters' role in civil rights and also how the Teamsters National Master Freight Agreement of 1964 changed lives," said Henry Perry, an International Trustee and President of Local 667 in Memphis. "Black workers were moving into the middle class for the first time, not having to scrape the barrel just to survive, gaining rights they were entitled to by law. The differences were unbelievable—everyone wanted a Teamster job. Jimmy Hoffa and the Teamsters were hailed as heroes in my neck of the woods—and they still are today."

Battle Scars

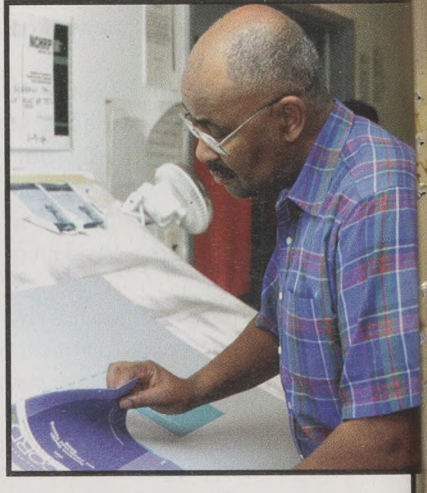
The Teamsters' involvement in social causes was not without consequences. On the morning after the Teamsters adopted a civil rights resolution to contribute money to Dr. Martin Luther King Jr. in 1965, a civil rights activist who was the wife of a business agent from a Detroit local was murdered. Viola Liuzzo had been among Teamsters participating in a civil rights march in Alabama. The night of the march, on a stretch of Interstate 80 between Montgomery and Selma, Liuzzo was shot by a segregationist. Teamsters and civil rights activists from around the country, including James R. Hoffa and Dr. Martin Luther King, Jr., gathered for her funeral.

Teamsters were not always praised for their views on worker equality. Companies bent on dividing members have used it as a union-busting tactic as have race-baiting politicians bent on proving unions to be a scourge on society. Despite these attacks, the union has remained firm in its belief in equality for all members.

"As black members, we have done much to improve our own situation in the union and in the workplace over the last few decades," said Antonio Christian, Recording Secretary of Local 853 in Oakland, California and Deputy Commissioner of the Teamsters Human Rights Commission. "Forming the Teamsters National Black Caucus and learning to speak up for our interests were important steps. But one of the most important steps has been to educate ourselves on the true mission of the union and to actively implement that mission."

A Mighty Force

Early on, the Teamsters recognized the need to push for equality and justice in arenas beyond the workplace and used their strength to shape progressive legislation. In 1959, the union developed a political action group called DRIVE (Democrat Republican Independent Voter Education) to advance a pro-worker agenda at all levels of government.



Many black members, particularly women, became actively involved in DRIVE. Throughout the 1960s, hundreds of black Teamster women (members and spouses) joined in "storming Capitol Hill" every spring in Washington, D.C. The women called on their representatives and asked pointed questions about voting records and support for pro-labor legislation.

African-American members are still very active in Teamster political action efforts and are part of many different caucuses keeping an eye on inequality in the workplace and in Washington. Groups such as the Teamsters National Black Caucus and the Teamsters Women's Caucus are all hard at work to support the importance of Teamster diversity.

"The key to a successful experience in the union is participation. I know this from experience. At a low point in my life,

Man With A Mission

The Life of John H. Cleveland

A book on the life of John H. Cleveland, the first black International Vice President of the Teamsters Union, is being published by the Teamsters. The book, "A Biography of John H. Cleveland: A Man with a Mission," was developed to educate members on one of the union's most important black leaders and will be released to locals and Joint Councils this month as part of the celebration of Black History Month.



Cleveland became a member of Local 730 in Washington, D.C. in 1937 and served as the principal officer for more than 30 years. He also served as President of Joint Council 55 and the Eastern Conference Director of the Warehouse Division. Cleveland, born in Georgia in 1912, was a veteran of World War II and a lifelong activist for civil rights as a member of the NAACP.

Cleveland was a pioneering organizer of black workers in the south during the 1950s and early 1960s and fought hard to end Jim Crow laws in the region. He also led the way for black workers in the nation's capital to achieve respect and a better standard of living. His wife, Eula, was also a lifelong Teamster activist who received a Lifetime Achievement Award at the union's Centennial celebration in 2003.

A Great Leader

"John Cleveland was a great man, a great Teamster and a great leader," said Jim Hoffa, Teamsters General President. "Sharing the story of his achievements with our members is long overdue. I am pleased that he is getting the recognition he deserves in this book."

Cleveland's biography was written by Joy Copeland, a professional writer living in Northern Virginia. Copeland, born in Harlem, was inspired by her subject.

"Working on the John Cleveland biography was a wonderful assignment," Copeland said. "The enthusiasm of the interviewees for the biography inspired me. It was contagious. They wanted John's story told and talked about him as if he were still alive."



1903: The International Brotherhood of Teamsters is formed by the amalgamation of two team driver unions. Black and white delegates attend first meeting.

1906: Teamsters speak out against other unions where separate locals are formed for black members.

1916: Teamsters represent women laundry workers. A non-negotiable part of the contract is that black women must be paid the same wages as white women.

1917: During World War I, Teamsters push employers to hire men and women of all races to take jobs traditionally held by whites.

1919: Teamsters take on the official slogan "Equal Pay for All."



1920: Teamsters take on more crafts, including dockworkers, construction workers and warehousemen, increasing the number of black members.

1932: Teamsters disavow the official practice of making sure white members were given jobs first held by other union members.

1934: Teamsters oppose Jim Crow laws in the South.



1942: During World War II, many African-Americans become members of the union as jobs open up in war production areas.

1950: Black leaders receive more official recognition, including awards and stories in the union magazine.





1961: Teamsters send supplies to Freedom Village in Alabama.

1963: Teamsters give $25,000 to Dr. Martin Luther King Jr.'s civil rights organization. Teamsters from across the country attend the March on Washington.

1965: Viola Liuzzo is murdered. Teamsters and civil rights leaders attend funeral.



1975: Teamsters National Black Caucus is formed.

1976: John Cleveland becomes the first black International Vice President.

1985: Local 237 in New York supports Columbia University students in their rally against Apartheid, giving monetary donations and other support.



1986: Clara Day helps found the Teamsters Women's Caucus.

1999: Chester Glanton elected International Vice President At-Large.

2001: Carl Haynes appointed International Vice President. Ron McLain becomes International Trustee.

2004: Ferline Buie elected first black woman Joint Council President.

2005: Henry Perry becomes International Trustee. Black Caucus Celebrates 30th Anniversary.

Chester Glanton: Teamster Trailblazer

Advancing the Role of Black Members a Priority

Chester Glanton, International Vice President At-Large from 1999 until his death in 2001, loved the union and all it stood for—particularly in terms of equality for all workers.



"The Teamsters are leaders because they were willing to give black workers recognition and a chance to move forward long before anyone else did," Glanton said.

Glanton began his career as a Teamster shop steward for Local 743 in Chicago. His skills earned him the notice of the local's officers and he was brought on to the staff as an organizer. Through hard work and involvement, he was elected President of the local in 1995. Glanton was always centrally involved in efforts to meet the needs of black members, including participation in the fledgling Black Caucus in 1976. He also served as an officer in the Coalition of Black Trade Unionists.

"Chester Glanton was a leader who inspired members—black and white—to devote their lives to improving the standard of living for all workers," said Tom Keegel, Teamsters General Secretary-Treasurer. "He is sorely missed."

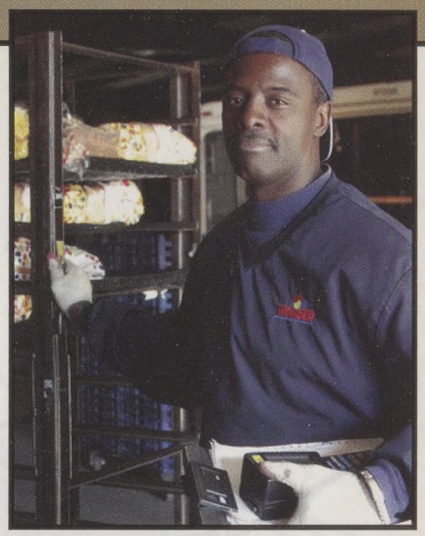


getting involved with the local gave me hope," said Milton Lewis, Vice President of Local 70 in Oakland, California. "When I decided to run for office, people told me a black of ficer in the local was unheard of and would never happen. I tried anyway and won. I realized then that the only reason things are unheard of is because no one pushes hard enough to make them happen."

Hope for the Future

Roy Gillespie, a 29-year member of Local 600 in St. Louis, sees participation as the key to strengthening the power of the union in society as well. "There is a lot of apathy out there about the labor movement and its importance and we as members don't do enough to counter that attitude," he said.

"The Teamsters are initiating great new programs that will provide opportunities for black members to become even more involved in the union," said Al Mixon, Secretary-Treasurer of Local 507 in Cleveland. "The new leadership of the Change to Win federation embodies diversity in the labor movement to the fullest, which will help encourage black member involvement from those not sure how valued they are by unions."



The momentum sparked by the civil rights movement continues today. One example was the Teamsters support for the October 2005 Millions More Movement March in Washington, D.C. Some of the march's goals included reforming health care and the pension system as well as fighting to bring a living wage to all Americans.

"The Million Man March was missing the voice of labor in 1995," said Chris Silvera, President of the Teamsters National Black Caucus. "I am very glad that we were here to represent labor, and I want to thank General President Hoffa for his support, which is a bold step and bodes well for the future of our organization."

Q&A: Carl Haynes and Henry Perry

Teamster magazine recently spoke with International Vice President Carl Haynes and International Trustee Henry Perry—both members of the General Executive Board—about the history of African-American members in the Teamsters and their contributions to the union.

Q: How has union membership affected the lives of black members?



HAYNES: Teamster membership gave black workers rights and opportunities that were not available to them in other areas of society. As a Teamster, a black worker could count on the same wages as white workers doing the same work and those wages offered him a far better standard of living than nonunion workers.

Q: Over the years, what do you see as the most significant contributions from African-American members?

PERRY: Individual black Teamsters have made significant contributions in many areas in the last century—including great organizing victories and improving conditions in their workplaces. But as a group, the most significant contribution was by their very presence in the union. By that I mean an integrated union provided opportunities for barriers to be broken, for understanding of different cultures to occur and for lasting friendships to form that never would have happened if black members had not been included in the union. The Teamsters are much stronger because of it.

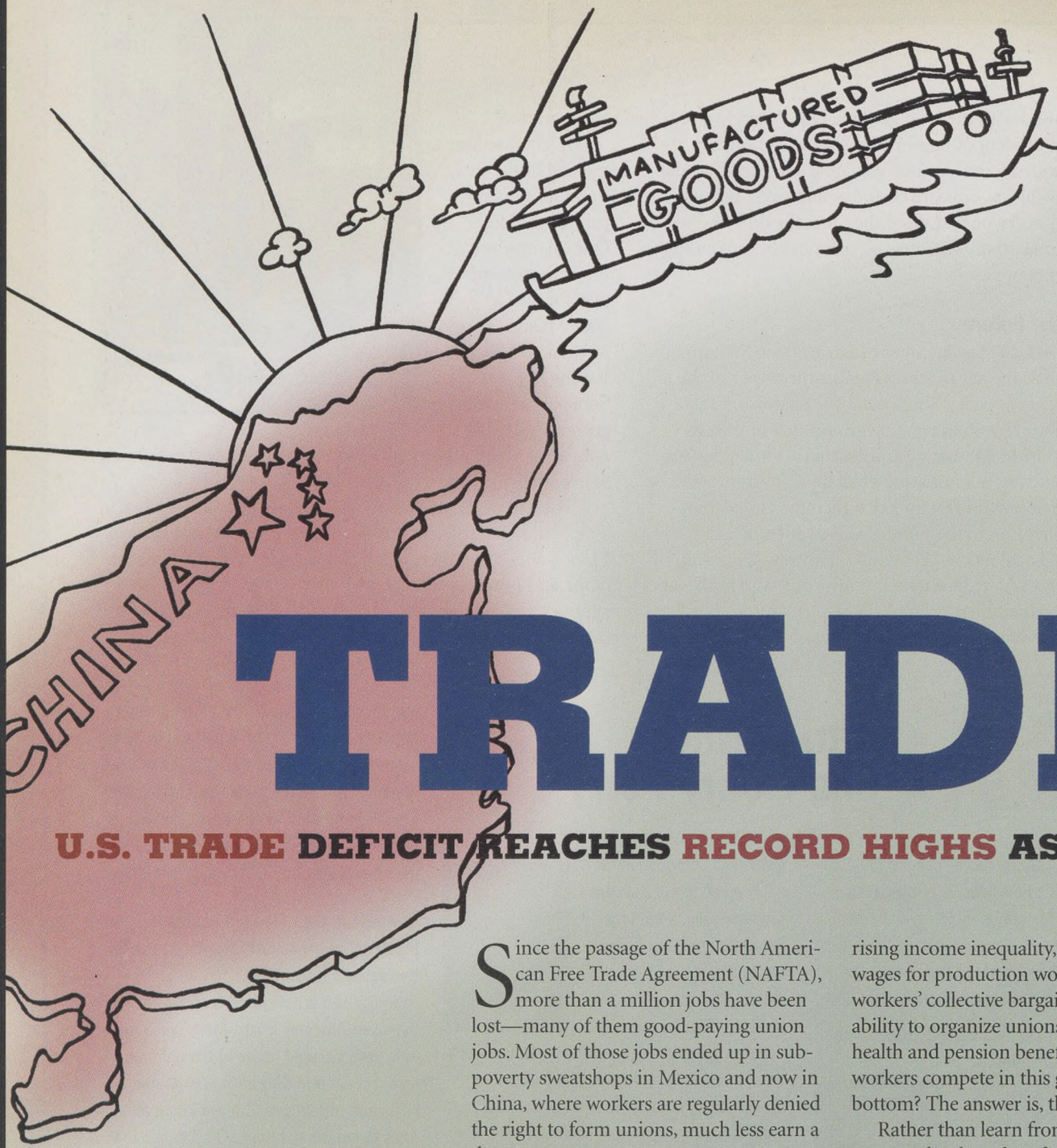


Q: What advice would you give to a young black member starting out in the union?

HAYNES: My advice would be the same to young members of any race: get involved, know your representatives and make sure they know you. Know your contract, know your rights and know what the union can and cannot do for you. I would also say talk to older members and find out what the union means to them beyond their contracts and what the values of the union are. These steps are particularly important for black members because they may not have the family traditions in union membership that white members may have.

Q: How can the union help encourage more black members to get involved in shaping the union's future?

PERRY: I see great changes ahead for black members on many levels. More black members have become active in the union in recent years and they have now gained the skills and experience to move into leadership roles in greater numbers. The Change to Win federation and new strategies for organizing will give black members the chance to help bring more minorities into the union and raise their living standards through better wages and benefits. Black members will have more opportunities to educate their communities on the importance of unions—especially as larger numbers of women and minorities enter the workforce. We need to help young people, especially in urban areas, see that there are many paths to a successful life and the Teamsters can help them get there.



TRADE

U.S. TRADE DEFICIT REACHES RECORD HIGHS AS GOVERME

Since the passage of the North American Free Trade Agreement (NAFTA), more than a million jobs have been lost—many of them good-paying union jobs. Most of those jobs ended up in sub-poverty sweatshops in Mexico and now in China, where workers are regularly denied the right to form unions, much less earn a decent wage.

The loss of these jobs is just the most visible tip of NAFTA's impact on the U.S. economy. NAFTA has also contributed to rising income inequality, suppressed real wages for production workers, weakened workers' collective bargaining powers and ability to organize unions, and reduced health and pension benefits. How can U.S. workers compete in this global race to the bottom? The answer is, they can't.

Rather than learn from NAFTA and 10 years under the rules of the World Trade Organization (WTO), the U.S. continues to move in the same direction—pushing for the same trade rules and policies that have proven a disaster for U.S. workers and the economy. When it was established in 1995, the WTO's preamble stated that its purpose was to bring about greater prosperity, increase employment, reduce poverty, diminish inequality, and promote sustainable development around the world through greater free trade.

Since then, unemployment has climbed around the world and the quality of exist-

"The Teamsters believe trade agreements can actually produce benefits for workers, but in order for that to happen they must be based on the principles of fair trade. It is time for the United States to once again take the lead in spreading prosperity around the globe, instead of promoting the exploitation of both foreign and domestic workers." — JACK CIPRIANI, TEAMSTERS INTERNATIONAL VICE PRESIDENT

ILLUSTRATION BY ROBERT PEREIDA



ECMARKS

VERMENT PURSUES MORE DESTRUCTIVE TRADE AGREEMENTS

ILLUSTRATION BY ROBERT PEREIDA

ing employment has eroded. As a direct result of the WTO's policies, many workers are driven into this informal, unprotected and unregulated economy.

Even worse, the WTO has been used to advance the interests of international corporations beyond trade. The tentacles of the WTO now reach into the areas of development, investment, competition, intellectual property rights, public services, environmental protection, immigration and government procurement. The expanding role of the WTO means that the march of unrestricted free trade no longer affects just manufacturing workers, it harms all workers.

"No" to FTAA

In November 2005, the Bush administration attempted to jumpstart the Free Trade Area of the Americas (FTAA) at a summit in Mar de Plata, Argentina. Fortunately, this plan was thwarted by a resounding "no" from workers around the world.

"The Teamsters led the way in scuttling those talks," said Jim Hoffa, Teamsters General President. "We stood together with our allies in Congress, union leaders and workers from all over the hemisphere to prevent the administration from extending NAFTA throughout the Americas with the stroke of a pen."

Unfortunately, while the FTAA may be dead at the moment, the passage of CAFTA and the Chile Free Trade Agreement has emboldened the administration to move full steam ahead with its hemisphere-wide free trade agenda. The administration's plan is to attempt to enact piecemeal what it could not accomplish as a whole, negotiating trade agreement after trade agreement using the NAFTA model as its template.

The Next Bad Idea

As part of this plan, the administration is already in the process of negotiating a free trade deal with Panama. It is also working on another agreement with several Andean countries, including Peru, Ecuador and Colombia, known as the Andean Free Trade Agreement (AFTA). Along with human rights advocates across the Americas, the Teamsters are outraged that the Bush administration would even consider granting free trade status to Columbia given its record of persecuting trade unionists.

In November, the Teamsters joined labor leaders from South America at a rally to spell out the case against AFTA.

"The Teamsters call on the administration to stop the global race to the bottom



and instead begin to negotiate trade agreements that benefit all workers," said John Murphy, Teamsters International Vice President. "We call on the administration to abandon a trade model that is a proven failure.

"The Teamsters believe trade agreements can actually produce benefits for workers, but in order for that to happen they must be based on the principles of fair trade," said Jack Cipriani Teamsters International Vice President. "It is time for the United States to once again take the lead in spreading prosperity around the globe, instead of promoting the exploitation of both foreign and domestic workers."

The long-term vision of the free trade camp extends beyond agreements with countries in this hemisphere to Asia, Africa and the Middle East. In December, the administration passed a free trade agreement with Bahrain, and is in discussions with Oman, the United Arab Emirates, and possibly Qatar and Kuwait. Given the instability in the Middle East as a whole, along with the horrendous human rights records of certain nations in the region, some question the timing of moving forward with the negotiations process right now.

"My son, Gary, was deployed to Iraq in support of Operation Iraqi Freedom and is still serving in the United States Marine Corps, so I have a personal interest in Middle East issues," said Gary LaBarbera, President of Local 282 in Lake Success, New York. "I just can't understand how the administration would even think about turning the Middle East into a free trade zone while so much of it remains a militarized zone."

Going Global

Taking the Trade Fight Across International Borders

The debate over global trade policy is no longer a matter of U.S. jobs versus foreign jobs. It is now about the ability of workers around the world to join forces against the rising tide of multinational greed and exploitation.

The Teamsters will continue to use the record of past trade deals to bolster the case that free trade does not work for U.S. workers or the U.S. economy. However, just as corporate America has taken its quest for profits overseas, the Teamsters are taking the fight for workers' rights to the global arena.

Mirroring the new spirit of cooperation among the world's unions when it comes to major organizing campaigns, the Teamsters are enlisting our brothers and sisters from other countries in the battle against free trade.

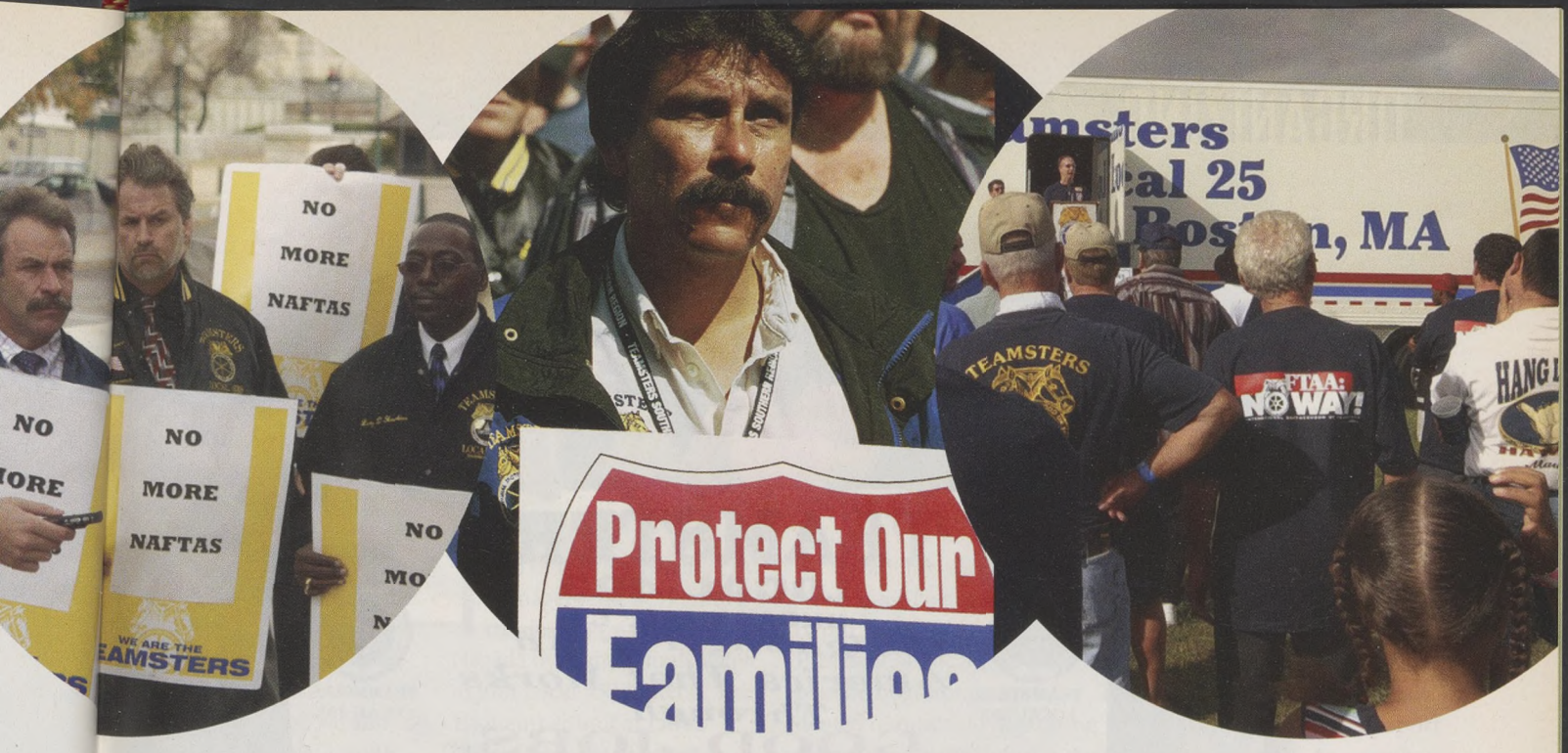
Teamster Strategy

This past November at a Change to Win conference on organizing and politics, union leaders from China, Australia and Brazil called for a global response to the global assault on workers' rights.

In addressing the conference, Teamsters International Vice President Chuck Mack spoke of the need for unions to retool in order to be better prepared for the challenges of the global economy.

"More than ever before, we have to look and think beyond our own borders," Mack said. "And we need to strengthen the link between our political action and our strategy to grow the labor movement."

The Teamsters Union has already begun to incorporate this international approach to its legislative strategy. Last fall, the Bush administration began its effort to garner support in Congress for the Andean Free Trade Agreement, or AFTA. At the same time, the Teamsters showed up on Capitol Hill with a delegation of labor leaders from South America to lobby against the pact.



Broken Promises

Showing a level of shamelessness that would make a snake oil salesman blush, the administration and its allies in Congress are trying to sell the American public on the prospect that the next trade deal won't be as bad as the last one.

However, facts refute their rhetoric. In every case in which the U.S. has concluded a comprehensive free trade agreement with another country, the trade balance has gotten worse, not better.

Our combined trade deficit with Canada and Mexico alone is now more than 10 times what it was before NAFTA went into effect, going from $9 billion to $95 billion in the last decade. And, since granting China Permanent Normal Trade Relations in 2000, the U.S. trade deficit with that country has continued to increase. In 2004, it hit a record high of $162 billion.

Our combined trade deficit with Canada and Mexico alone is now more than 10 times what it was before NAFTA went into effect, going from $9 billion to $95 billion in the last decade.

"The definition of insanity is doing the same thing over and over but expecting a different result," Hoffa said. "The Teamsters are going to make sure that members of Congress know that AFTA is just the same old failed trade model wrapped in a new set of lies. We're going to return some sanity to the trade debate."

No Más

In Colombia, a Union Worker is Killed Every Week

Colombia is the most dangerous country in the world to be a trade unionist. In the last 10 years, more than 2,000 trade unionists have been killed. In 2004 alone, 99 unionists were murdered and 445 were threatened. In 2005, an average of one union worker a week was killed.

Those murdered were union leaders and activists fighting for decent wages, the right to organize and job security. They were demanding a better life for the workers they represent, and paid for it with their lives.

So far there has not been a single case in which those responsible for these murders have been tried or convicted, despite numerous pleas from national and international organizations.

The Colombian government's failure to investigate such crimes and bring the perpetrators to justice encourages further human rights violations against unionists and sends a message to paramilitary groups that they can kill with impunity.

Preparing for AFTA

Those who are waging this campaign of terror and intimidation against unions enjoy the tacit approval of the Columbian government. Federal officials have made it clear that they place a much higher value on investment from multinational corporations than the lives and livelihoods of their own citizens.

The government fears that strengthening labor rights will push companies to countries with even cheaper and more exploitable workforces, such as China.

"In preparation for the debate over AFTA, the Teamsters are working with our brothers and sisters in the South American labor movement to raise public awareness about Columbia's dirty little secret," said Jim Hoffa, Teamsters General President. "We will call on members of Congress to reject any effort to include Columbia in any free trade agreement until they reverse their record on labor rights, or else they risk being accused of aiding and abetting the murderers of Columbia's union leaders."



Health Workers Stand Up

Nursing Home Employees Fight Insurance Cuts

For Drema Madera, a 20-year employee of Haven Health Center of Windham, Connecticut, the last straw came when management took away affordable health insurance for her and her coworkers whose job it is to make sure others are healthy.

"Our administrator told us, 'you had better plan on not getting sick,'" Madera said of the nursing home management's callous attitude. "They informed us of the cut in health insurance by putting a memo inside our paycheck envelopes."

The cuts made health insurance too expensive by establishing a $2,500 deductible for employees who are single, a $5,000 deductible for married employees and a $7,500 deductible for employees with children.

"It became completely unaffordable," Madera said.

Overwhelming Victory

As a result, Madera and her coworkers recently voted 71-6 to join Local 493 in Uncasville, Connecticut. There are 106 members in the bargaining unit.

"In addition to seeking affordable health coverage, the workers are concerned about adequate staffing," said Mike Hogan, an organizer with Joint Council 10 in Boston.

The housekeeping and laundry workers at Haven Health Center voted 10-0 to join Local 493, while the certified nurses' assistants and kitchen employees at the center voted 61-6 to join the union.

"I assisted Local 493 Secretary-Treasurer Tom Schlink in the campaign, but Tom really led the charge," Hogan said. "He kept the workers united in their fight for respect."

Bevan Sweet, the local's President, was also instrumental in the campaign.

"This is just the latest organizing victory under the umbrella of Joint Council 10," Hogan said. "Joint Council 10 Secretary-Treasurer Dave Laughton has made organizing a top priority and it's showing."

Negotiations Under Way

Schlink said Local 493 has formed a 10-member negotiating committee made up of workers, which has met six times. They hope to wrap up a first contract shortly.

Schlink said two other unions besides the Teamsters were interested in organizing the workers, "but the workers were adamant about joining the Teamsters. They realized the Teamsters provide the strongest representation," he said.

Madera said management changes a few years ago have led to many of the recent problems. Regarding the staffing, two housekeepers used to handle the 40-bed wings, but management cut that to one housekeeper per wing. Workers also are concerned because management recently took over control of the employees' 401(k) plans so that it is more difficult to access the accounts, Madera said.

"We want better retirement security in general," Madera said. "Many of us have worked here for a long time and we need to know our retirements will be more secure."



MULTIPLE LOCALS

North American Airlines

Flight attendants at North American Airlines Inc., a charter carrier that provides service to civilian and military passengers, have voted to join the Teamsters. Approximately 230 members are in the group.

"Flight attendants deserve industry standard pay and working conditions. We also want job security," said Sarah Mill, a flight attendant based in Oakland, California. "Only with a united front can we secure these rights and ensure a better life for our families. The strength of the Teamsters can help us do that."

"These flight attendants have shown that they want us to represent them in their struggle for fairness and dignity on the job," said George Miranda, International Representative for the Airline Division and Secretary-Treasurer of Local 210 in New York City. "They understand that only through collective bargaining can they achieve those goals."

North American Airlines is owned by World Air Holdings, Inc., and based at John F. Kennedy International Airport in Jamaica, New York, Logan International Airport in Boston, and Oakland International Airport. The flight attendants join more than 30,000 Teamsters in the airline industry, including approximately 150 pilots at North American Airlines, and 600 flight attendants and 400 pilots at World Airways.

"This is a great success for members of the flight attendants group who want a strong collective voice," said Don Treichler, Teamsters Airline Division Director.

LOCAL 533

Lithia Motors

Tired of being mistreated by management, workers at a car dealership in Sparks, Nevada overwhelmingly voted to join Local 533 in Reno. The 10-member unit at Lithia Motors consists of lot attendants, parts department workers and service department employees.

Before the election, all 10 workers approached the Teamsters and immediately signed cards for representation. Lithia is the first Reno-area car dealership with unionized employees.

"These workers had not received a raise in seven years," said Mark Tracy, Local 533 Secretary-Treasurer. "They are also tired of being mistreated by management. The employees were constantly being threatened with their jobs, and they were being forced to report to work and stay there all day without pay if there was no flat rate work available."

LOCAL 118

Palmer Food Service

Drivers at Palmer Food Service in Rochester, New York voted to join Local 118.

There are 21 workers in the bargaining unit.

"The workers really wanted meaningful dialogue with the company," said Paul Markwitz, a Local 118 business agent. "The workers said that pay relative to other distribution centers in the area and pensions were key issues that they wanted to address."

The workers held strong in the face of an aggressive, anti-union campaign to form their union.

"I want to welcome these workers as the newest members of our local," said Steve Mazza, President of Local 118. "We plan on dedicating unprecedented resources to organizing so that we can continue on our path to growth."

LOCAL 252

Yelm Public Works

Twelve employees of the Yelm, Washington Public Works Department are now members of Local 252 after all 12 signed union authorization cards.

"The public works employees had the opportunity to see the representation we provided to their colleagues in the police department," said Gary Johnston, a business agent with Centralia, Washington-based Local 252.

"The workers are seeking a strong voice to address their issues: wages, hours and working conditions," said Johnston, who works in the local's Olympia office.

Support for forming a union with the Teamsters was unanimous. As a result, the victory was through card check, thus avoiding a formal election. The state's Public Employment Relations Commission certified the bargaining unit.

LOCAL 911

Ampco System Parking

Tired of low wages, high health-insurance premiums and rampant favoritism, 55 cashiers, parking attendants and traffic directors at Ampco System Parking joined Local 911 in Long Beach, California.

Support for forming a union at Ampco System Parking at the Long Beach Airport was unanimous. As a result, the victory was through card check, thus avoiding a formal election.

Now, Eden Correa and her coworkers at the airport are negotiating a first contract.

"Right now, I only earn $7.50 an hour as a cashier when the company is paying new hires $8 an hour to start," Correa said.

"The union is fighting for major improvements in wages and benefits," said Jose Monjaras, a Local 911 organizer. "Under the current company plan, there are single mothers who need medical coverage for their children but can't afford it. We plan to change that."

"I tell the other workers, 'don't be afraid to speak up, to ask questions.' The union has taught us that we have rights," said Martha Moncada, a cashier and member of the negotiating committee.

The majority of the workers are recent immigrants from Mexico, El Salvador and Guatemala. What happened in Long Beach reflects an important victory for immigrant workers fighting for fair treatment and a voice in the workplace.

The night of December 18, Tyra Johnson showed up at the Allied Waste/BFI center in Lawrenceville, Georgia, around 11 p.m. There were nearly eight hours before she had to report for her morning shift as a container delivery driver. But first, Johnson had a different job to do—winning approval for her first Teamster contract.

A leader in the organizing campaign at Allied Waste's Lawrenceville/Gainesville site in April of 2004, Johnson was back to finish the job. From 11 p.m. to 5 a.m., she and the lead organizer shuttled between the two sites to convince workers to vote in favor of the contract.

Cleaning

WASTE WORKERS WIN FIRST CONTRACT IN GEORGIA, FLORIDA AND ALABAMA





"I had to let them know what was at stake with this contract," Johnson said. "Hearing from one of their coworkers—that really pumped them up."

The overnight marathon of worker-to-worker contact paid off—members at Lawrenceville/Gainesville approved the contract by a more than 4-1 margin, 83-18.

"To see all the joy from my coworkers—that's what I got the best feeling from," Johnson said. "And to know that we accomplished something we really wanted to get accomplished. We've done it."

Landslide Victories

From Atlanta to Pensacola, to Mobile and Brewton, Alabama, Allied Waste/BFI members voted overwhelmingly in favor of their contracts, winning wage increases, improved wage structures and a voice on the job for the first time. The wins came after a year and a half of negotiations, during which the company constantly tried to undermine support for the union; management granted raises to nonunion shops and harassed strong union supporters by giving them extra work, or punishing them for minor infractions.

"This company thinks they can do whatever they want, that drivers are a dime a dozen," said Ronald Finch, a 12-year driver in Atlanta. "But the contract gives us a way to fight back. Now we have rights instead of just having a job."

One of the biggest things workers were fighting to change at BFI was the "zero tolerance policy," which allowed management to fire people for minor mistakes. Work rules changed from day-to-day, and favoritism often determined who was fired.

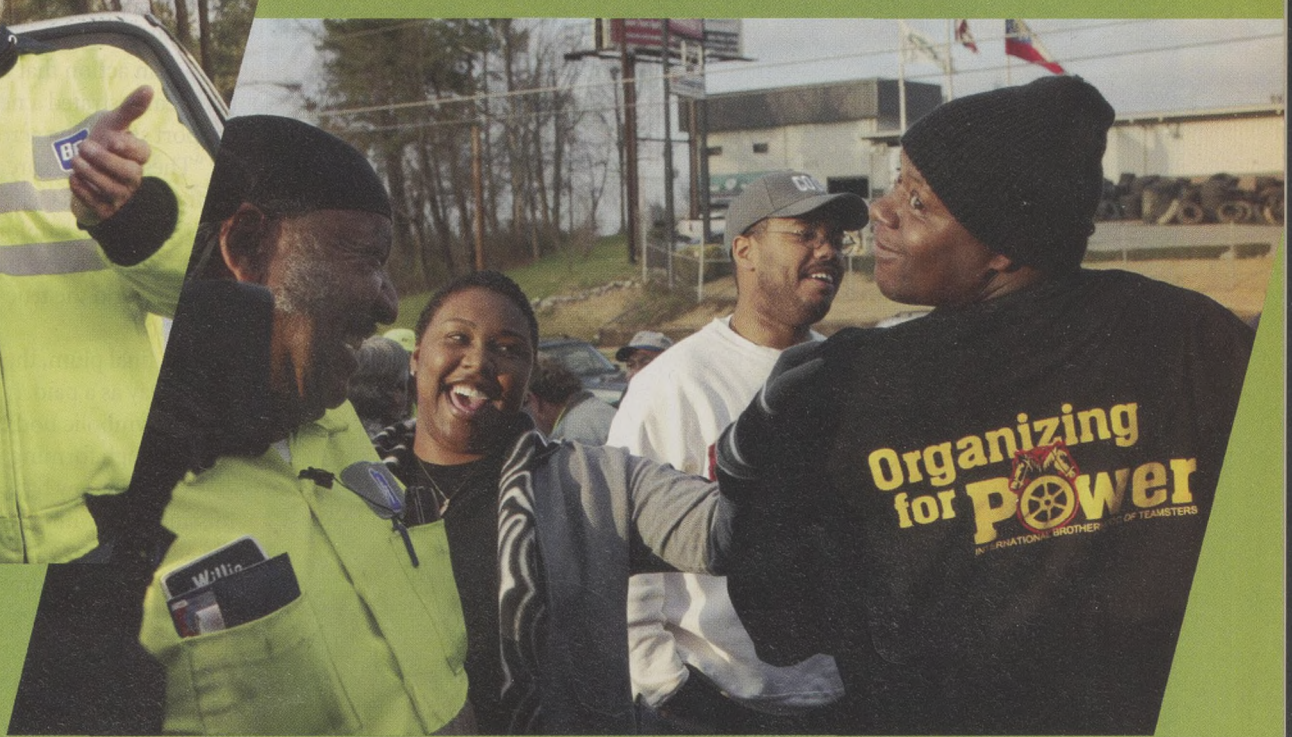
"If you had a backing accident, regardless of how it happened and how much or how little it cost, you were fired," said David Rider, a steward and roll-off driver in Mobile, Alabama. "Getting rid of the zero tolerance policy was one of our biggest goals, and we did get rid of it."

A New Day

With the grievance procedure included in the contract, more than 450 Allied Waste/BFI workers across the South are no longer at-will employees; they have the right to challenge the unfair or meaningless charges supervisors have used to intimidate, or even fire them.

"Having our union with the Teamsters has lightened the load

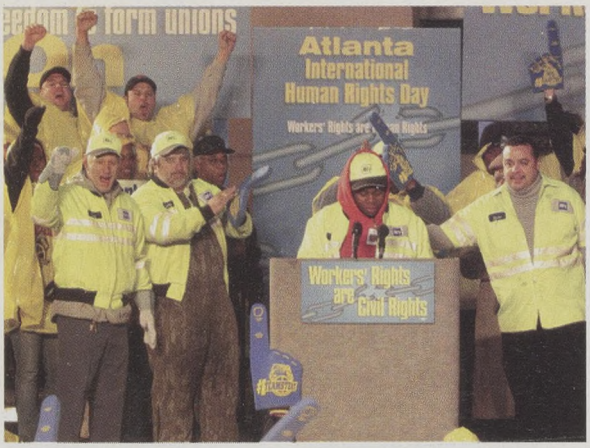




and I don't think we will be taken advantage of anymore," said Robert McCall, a 19-year driver in Mobile. "I don't have to wonder what today is going to be like when I go into work anymore. Now I know I can have a good day."

Besides increasing wages for all employees, "roll-off drivers," who deliver large construction dumpsters to area landfills, wanted to change the way in which they were paid. Allied Waste's notorious "zone pay" paid a flat rate for certain distances, regardless of how long it actually took drivers to get from point A to point B. A short "pull" to the landfill could take hours because of traffic or security checks, but drivers received the same pay regardless—they could be stuck in their truck, essentially working for free. The new contract forces the company to bump up the pay rate to a longer distance for drivers who encounter large delays.

"This contract is a foundation," said Neal Zam, a steward and eight-year residential driver in Pensacola, Florida. "The next one may be better, and the next one even better, but we got a voice at work, seniority rights and a decent cost of living raise, because we all stuck together and fought the company."



Southern Solidarity

With seven different units spread out among 11 locations, solidarity among the southern units, and with Teamster waste members across the country, was critical to succeeding at the bargaining table.

At the Lawrenceville/Gainesville location, workers voted for union representation in April of 2004, but the company refused to recognize them until the week contracts were ratified. After company appeals to regional and national labor boards and circuit courts, the 130 Lawrenecville/Gainesville workers won recognition and a contract at the same time.

"The workers in Tyrone and Bankhead never gave up on us," said Johnson. "In negotiating meetings they made sure to keep bringing us up, they would call us to keep us informed. They waited till we got straight, and stuck with us until management stopped fighting our decision to form our union."

Local 667 members at Waste Management in Memphis, Tennessee had a similar victory the same week, fighting off a decertification vote 21-12, and ratifying a new contract at the same time.

Power of a Union

As negotiations dragged on, organizers and workers constantly fought off Allied Waste/BFI's attempts to discourage them. They held frequent meetings and coordinated job actions to remain focused on their goals. The week of Thanksgiving, waste locals in Ohio, Illinois, Michigan, New York, Massachusetts, West Virginia, Washington D.C., Texas, Washington and California joined Local 728 in Atlanta and Local 991 in Mobile in picketing the company—an action that rattled management and demonstrated a network of Teamster support stretching across the country.

"These workers are militant," said Jim Hoffa, Teamsters General President. "They were acting like a union before they even had a union, they've proven to themselves and the world the true power of worker solidarity."

As a final plum, the waste workers won Labor Day as a paid, non-working holiday—a symbolic nod to the power they won through forming a union.

"Watching my back at work every day, missing time with my wife and my kids, I did all of this to fight for my rights," said Tyrone residential driver Rafael Castelan. "We worked very hard, but it was worth it because we were compensated with a contract. It is always worth it to fight for your rights."

Keeping The Dream Alive

Memphis Victory is a Continuation of MLK's Fight for Rights

For many African-American workers at Allied Waste/BFI, their recent contract victory felt like the continuation of a struggle that began a long time ago—1968 in Memphis to be exact. It was black sanitation workers, marching for union recognition, who brought Martin Luther King Jr. to Memphis in April of that year.

His murder there enshrined their struggle in the annals of American history.

More than 30 years later, BFI workers stood side-by-side with many of the civil rights leaders who knew and worked with Dr. King, making their own demand for dignity and rights on the job.

Tyra Johnson, an Allied Waste driver, recently spoke at a rally and march to the State Capitol in Atlanta to commemorate International Human Rights Day. She was joined by civil rights heavyweights U.S. Rep. John Lewis (D-GA), Rev. Joseph Lowery, Rev. James Orange and Atlanta Mayor Shirley Franklin.

Labor Rights are Civil Rights

"I talked about how our fight at Allied Waste was the same fight Martin Luther King went through," said Johnson. "All the things we went through in trying to organize, we had to fight for our rights in the workplace."

Johnson, whose family is from Mississippi, its too young to have lived through the civil rights era, but she has long heard stories from her mother and grandmother. At the rally, she stood side by side with the people she had heard about growing up as a child.

"Knowing that they were helping us and on our side, that was beautiful," she said. "I have pictures to put in my children's books, so they can see what their momma did."

ATTENTION ALL TEAMSTERS!

Article VII, § 10 of the Rules for the *2005-2006 IBT International Union Delegate and Officer Election* (the "*Rules*") permits accredited candidates for International office to have their campaign literature published in the *Teamster* magazine. The purpose of this rule is to promote fair, honest and open union elections.

To become an accredited candidate for International office, an otherwise eligible member had to obtain signatures on petitions of at least 2.5% of the IBT membership eligible to vote for that office and submit those petitions to the Office of the Election Supervisor by December 15, 2005. For further information about the accreditation process, and to view or print certificates of candidate accreditation, go to the Election Supervisor's website, www.ibtvote.org.

Candidates on a slate may pool the magazine space allotted to each candidate. The order of presentation of each slate or candidate's material in this magazine was determined by lot, as the *Rules* provide.

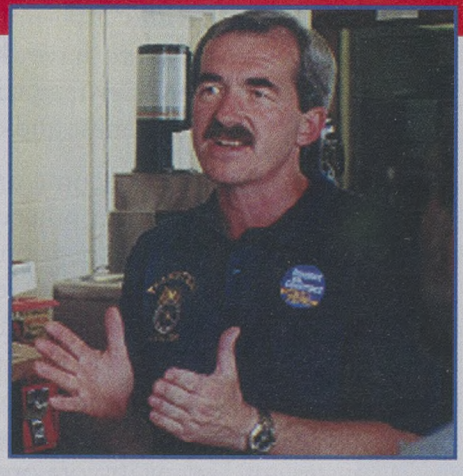
Nominated candidates will have the right to publish campaign literature in the August 2006, September 2006, and October 2006 *Teamster* magazine.

The ideas expressed in these materials are solely those of the accredited candidates. They do not reflect, in any way, the views of the International Brotherhood of Teamsters, any affiliated Unions, nor the Election Supervisor. Neither the IBT or the Election Supervisor altered any of these candidate materials. They come directly from the accredited candidates to the Teamster membership.

Richard W. Mark
Election Supervisor

Tom Leedham

STRONG CONTRACTS GOOD PENSIONS SLATE



Teamster members deserve leaders who can bargain strong contracts, protect their benefits and rebuild our union's power. Hoffa has failed that test. As your General President, I will make our union stronger by putting members first. Together, we can:

- ✓ **Win Strong Contracts and Enforce Them**
- ✓ **Fight Cuts in Teamster Pensions & Benefits**
- ✓ **Increase Our Bargaining Power by Organizing the Nonunion Competition**
- ✓ **Eliminate Dues Waste and Corruption**

Accredited Members of the Tom Leedham Strong Contracts, Good Pensions Slate

Tom Leedham
Secretary-Treasurer Local 206, Oregon–General President

Dan Scott
Secretary-Treasurer Local 174, Seattle–Vice President At-Large

Sandy Pope
President Local 805, New York–Vice President At-Large

Scott Webber
Recording Secretary/Business Agent Local 728
Atlanta–Vice President At-Large

Tim Buban
Secretary-Treasurer Local 200, Milwaukee
Vice President Central Region

Bill Gibson
President Local 96, Washington DC–Vice President Eastern Region

Chris Roos
Secretary-Treasurer Local 1035, Connecticut
Vice President Eastern Region

T.C. Bundrant
President Local 549, Tennessee–
Vice President Southern Region

Millie Gonzalez
Local 901, Puerto Rico–Trustee

Additional Slate Members

Eunice Rodriguez
Local 237, New York

John Thyer
Secretary-Treasurer Local 604, St. Louis

Tom Leedham is working with leaders across the country to put together a diverse leadership team of strong candidates to lead our union. We will nominate an expanded slate at the 2006 Teamster Convention.

Tom Leedham Will Fight For Strong Contracts

HOFFA HAS FAILED THE TEST

"We can't let Hoffa negotiate another UPS contract."

"He had the best bargaining position ever in 2002 on the heels of the 1997 strike—but he settled short. Hoffa gave UPS management a six-year deal and a free pass on their 100-year anniversary. But he stuck Teamster members with pension and healthcare cuts. Excessive overtime and subcontracting go unchecked. Tom Leedham will work with UPS members and local officers to win real protections in 2008."



—**Dan Scott** Vice President At-Large, Secretary-Treasurer Local 174, Seattle



"Hoffa has no plan to rebuild Teamster Power in freight."

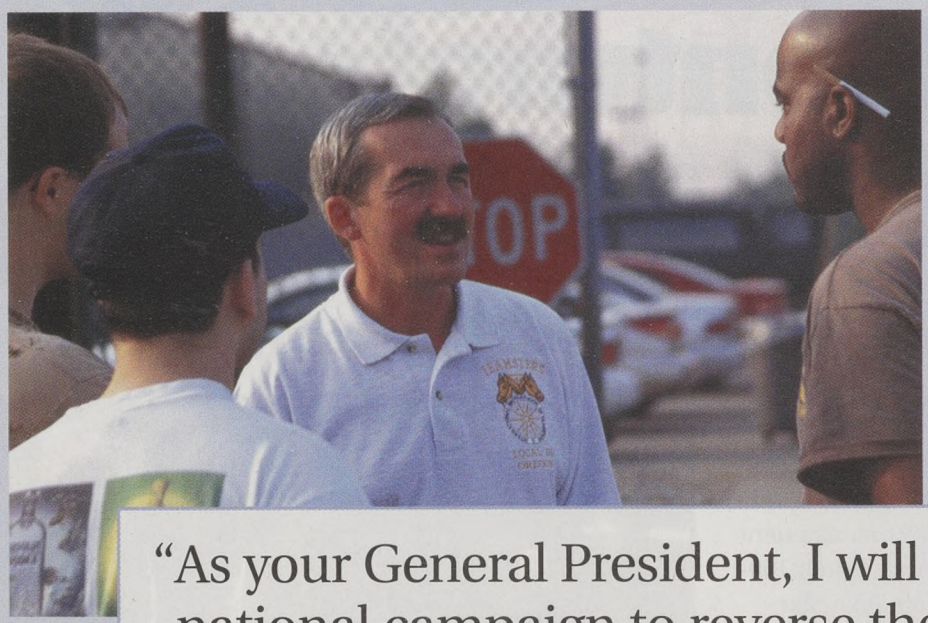
"Tom Leedham has a vision for rebuilding Teamster Power in freight. We will put teeth in the grievance procedure and enforce our contract. We will fight to reverse the pension and benefit cuts. And we will organize the nonunion competition by training 1,000 Teamsters as organizers. Hoffa has failed to live up to the task. It's time for change."

—**Scott Webber** Vice President At-Large
Recording Secretary Local 728, Atlanta

Help Rebuild Teamster Power! Get involved in the Tom Leedham Campaign today.
Contact us at: **www.leedham2006.org ■ (201)234-9211**

Tom Leedham *Strong Contracts, Good Pensions Slate* ■ 320 7th Avenue #338, Brooklyn, NY 11215 ■ **www.leedham2006.org**

Tom Leedham Will Fight for Your Pension



"As your General President, I will launch a national campaign to reverse the pension cuts and improve Teamster pensions."

Tom Leedham's Action Plan for Good Teamster Pensions

- ☑ **Launch a national campaign to reverse the pension cuts** and improve Teamster pensions.
- ☑ **Immediately audit all major funds.** End the lies and secrecy and give members the straight story about ***your*** pension funds.
- ☑ **Increase funding for pensions and health benefits**. Use contract mobilizations to win higher employer contributions to the funds. Organize new members into the funds to improve benefits for all.
- ☑ **Hold trustees accountable to Teamster members.** No more rubber-stamping management's proposals for pension cuts.



"Hoffa Lied and Cut Our Benefits."

"Hoffa promised *in writing* that our benefits would be secure if we voted for the contracts he negotiated. That was a lie. Hoffa knew at the time the trustees were already considering pension cuts. Hoffa cut our pension and health and welfare benefits—and rolled back 25 & 30 & Out benefits. Tom Leedham has a positive plan to protect our pensions."

—Rick Sather
Local 638, Minneapolis

Tom Leedham *Strong Contracts, Good Pensions Slate* ■ 320 7th Avenue #338, Brooklyn, NY 11215 ■ **www.leedham2006.org**

HOFFA PROMISES A LOT IN THIS MAGAZINE, BUT WHAT HAS HE DONE FOR WORKING TEAMSTERS?

Hoffa Hype—

Taken Directly from Teamster Magazine...



"I am not a man who makes promises lightly. I promise you this – the Teamsters will never rest until workplace justice is a reality for our brave brothers and sisters at Overnite."

— Jim Hoffa



Hoffa Reality—



ABANDONED OVERNITE

"I worked on the Overnite drive as an Organizer. Hoffa called a strike with no strategy to win, then abandoned the campaign. We need a leadership with a plan and ability to organize Overnite and protect Teamster jobs in freight and UPS."

—Tim Sylvester
former IBT Project Organizer, Local 804, New York

FAILED TO GET THE GOVERNMENT OUT



"Hoffa's own anti-corruption director denounced him and resigned after Hoffa refused to act against allegations of organized crime influence in Chicago and embezzlement in my local. Thanks to Hoffa, we are farther than ever from getting the government out of our union."

—Tim Pagel
Yellow Freight, Local 988, Houston



PENSION CUTS



"Under Hoffa, hundreds of thousands of Teamsters have lost our 25 & Out and 30 & Out retirement benefits. Our pensions have been cut and the cost of our retiree healthcare has been raised."

—Nichele Fulmore
UPS, Local 391, North Carolina



RECORD DUES INCREASE



"Hoffa said No Dues Increase. Then, he forced through a massive dues hike with no vote of the members. Hoffa didn't balance the budget, Teamster members did, by paying the biggest dues increase in Teamster history."

—Ernesto Perez
USA Waste, Local 396, Los Angeles

These Teamster Leaders Backed Hoffa in 2001

But They're Running With Tom Leedham in 2006!



"Hoffa has lost touch with the members and cut local union officers out of the loop. I see a lot of talk out of the International, but the reality is our contracts aren't being enforced, benefits are being cut and our union is shrinking. I don't care how much PR you put out, Teamsters know we're headed in the wrong direction. Hoffa is still trying to get by on his last name, but at some point you have to deliver results. We need Teamster leadership that believes in accountability to the members and communication with the locals. This emperor has no clothes."

–John Thyer, Secretary-Treasurer Local 604, St. Louis

Candidate, Tom Leedham Strong Contracts, Good Pensions Slate

"I backed Hoffa as a local officer and Convention Delegate in 2001. Hoffa knew where to find us when he wanted our vote. But when 23,000 public employees were in tough negotiations with the City of New York, we got no backing from Hoffa whatsoever. Too many Teamsters feel like the International Union does nothing for them. I'm running with Tom Leedham because I want a General President who will use our International's clout to help Teamsters at the local level win strong contracts."



–Eunice Rodriguez, Local 237, New York City

Candidate, Tom Leedham Strong Contracts, Good Pensions Slate

***Get involved in the Tom Leedham Campaign today!* Call (201) 234-9211**

Tom Leedham *Strong Contracts, Good Pensions Slate* ▪ 320 7th Avenue #338, Brooklyn, NY 11215 ▪ **www.leedham2006.org**

HOFFA DELIVERS!



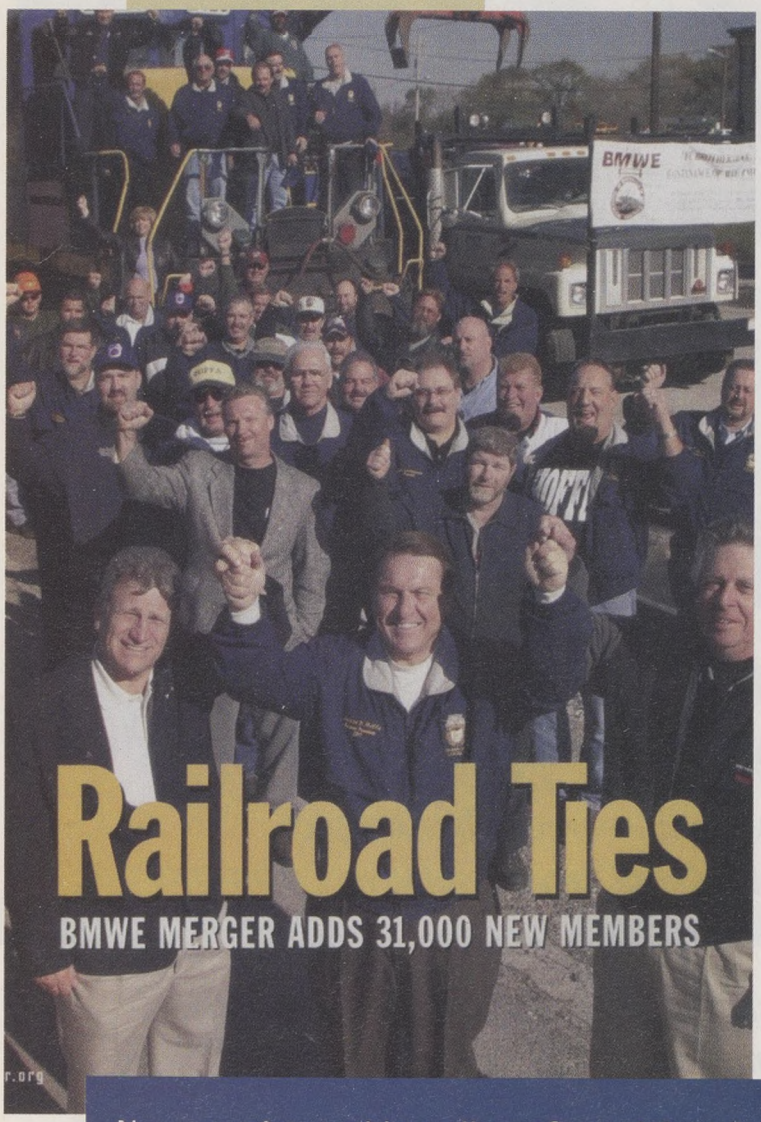
"When you elected me President five years ago,

our Union was on the verge of bankruptcy, hopelessly divided and facing employers who wanted to cut our contracts and destroy our Union.

We fought back and won! We have added nearly 200,000 new members, negotiated the best contracts in all of labor, restored our financial health and created a real strike fund and organizing fund so members can win good contracts in the future."

James P. Hoffa

We Are Growing Into A More Powerful Union



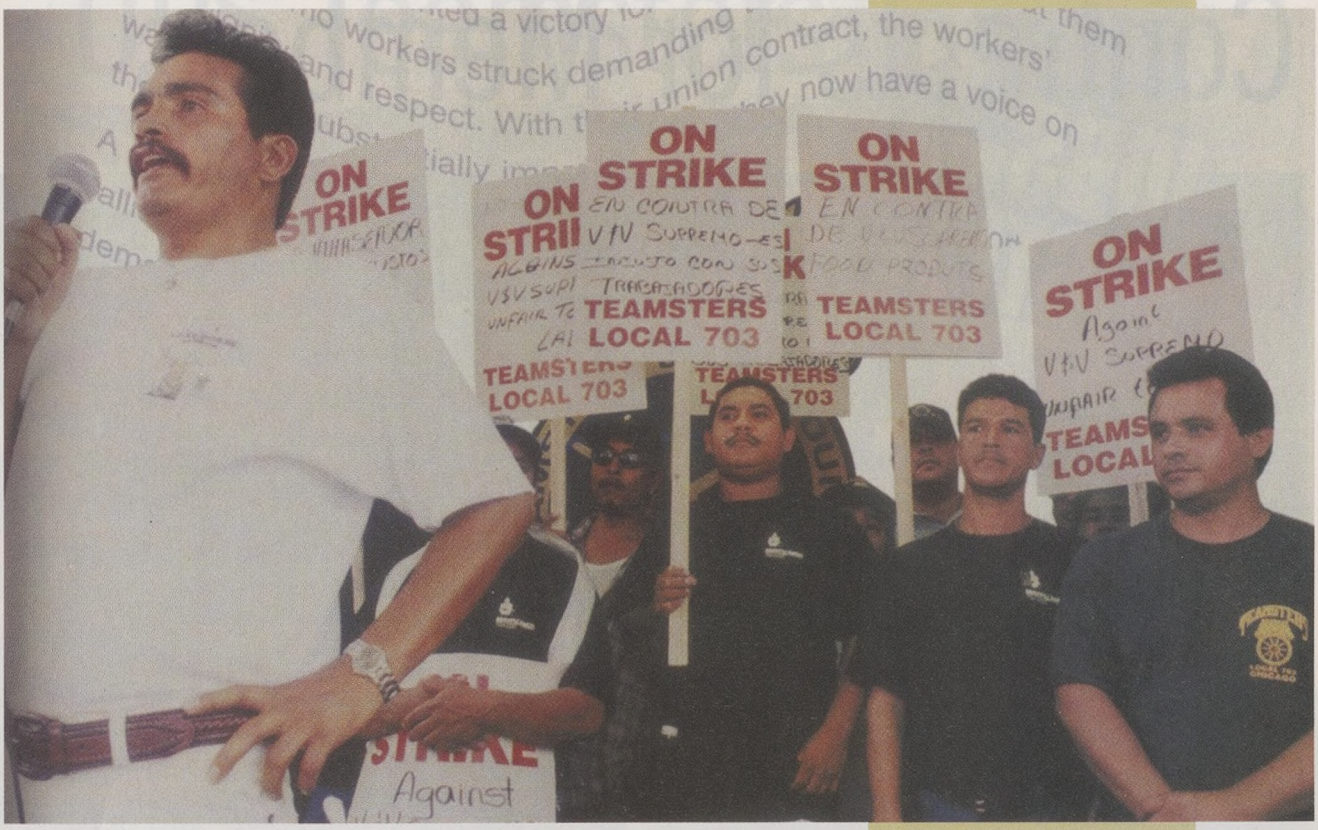
As President, Jim Hoffa has put organizing at the top of the agenda because successful organizing makes the Teamsters even stronger.

We added 31,000 members from Brotherhood of Maintenance of Way Employes, 36,000 from the Brotherhood of Locomotive Engineers and 61,000 from the Graphic Communications International Union.

Thousands of DHL employees across the United States, school bus drivers in North Carolina, city workers in Huntington Beach, California; waste workers across the South and America West airline workers are among the thousands of proud new members of the Teamsters.

New members add to all our financial and political strength. Growth gives us greater bargaining power with employers on behalf of all members.

Hoffa Created A Real Strike Fund



"Five years ago, we had no real strike fund. Employers knew they could dictate contract terms because they knew we couldn't carry off the threat of a long strike. Jim Hoffa made the strike fund real again.

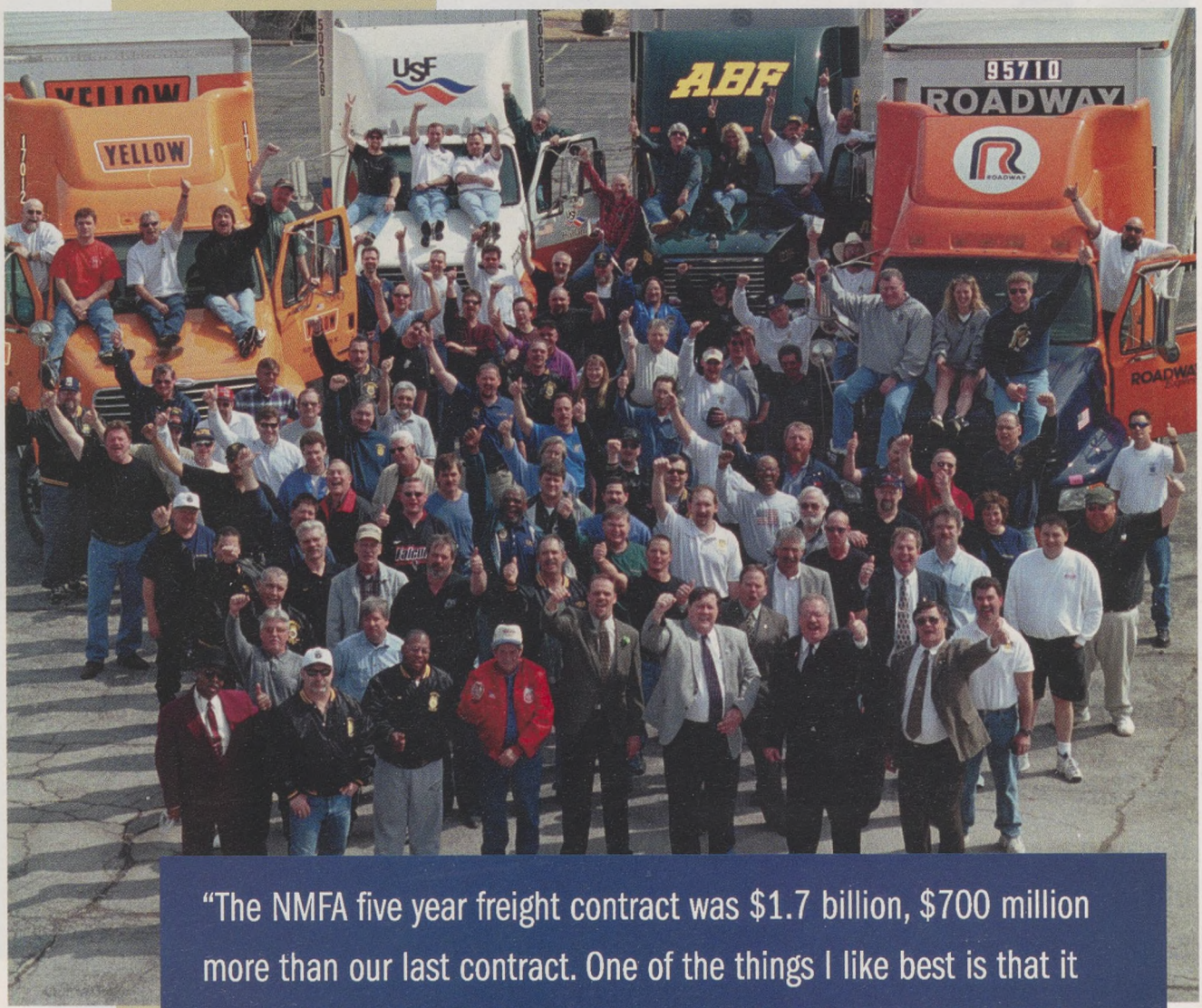
It now has more than $60 million and can pay weekly out-of-work benefits of 10 times your hourly wage.

Employers now know we can take them on and win a strike if we are forced to."

—John Freeman, Shop Steward,
Waste Management, Local 701, Trenton , NJ

Go to www.Hoffa2006.com to join Hoffa2006
and help re-elect Jim Hoffa President

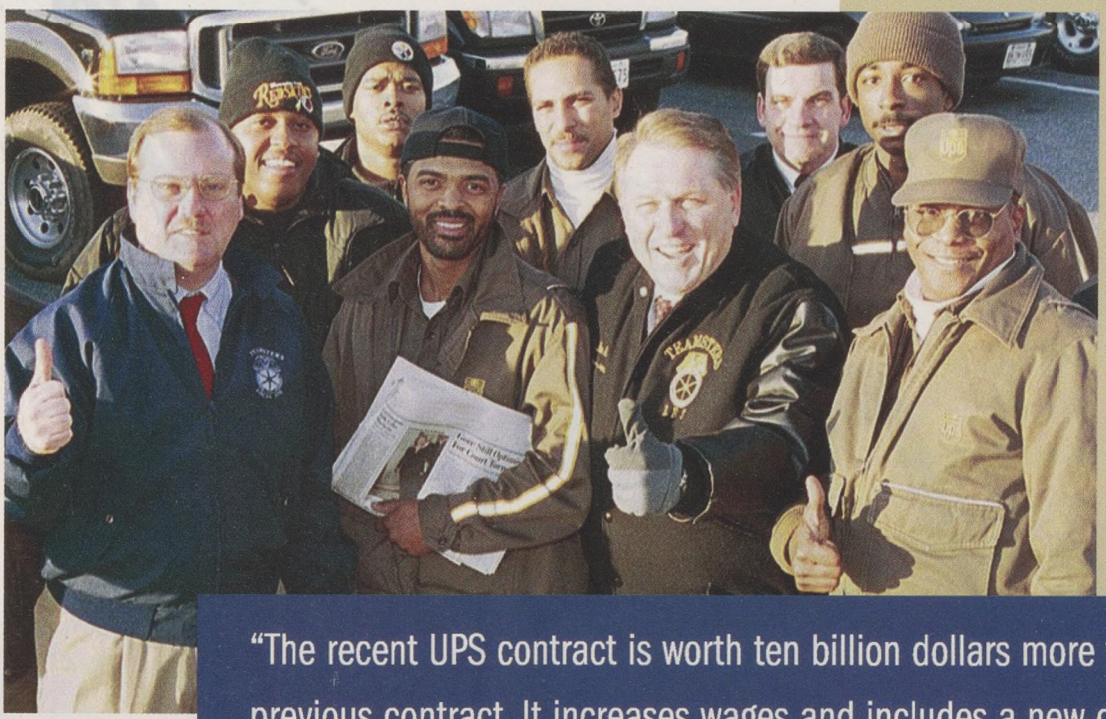
Hoffa and the Teamsters Have Delivered Strong Contracts for Members



"The NMFA five year freight contract was $1.7 billion, $700 million more than our last contract. One of the things I like best is that it restored "the Hammer" provision we lost during the last negotiations when Carey was President. Hoffa got us back our hammer, which gives the union the right to strike over deadlocked grievances."

– Mark Mehling, USF Holland, Local 200, Milwaukee, Wisconsin

UPS Director Ken Hall And Jim Hoffa Fight For UPS Teamsters



"The recent UPS contract is worth ten billion dollars more than the previous contract. It increases wages and includes a new cost of living formula that protects members from inflation.

It creates 10,000 new full-time jobs, which makes a big difference. It makes it harder for UPS management to force our employees to work brutal hours, to use supervisors to do Teamster work and to outsource feeder jobs.

We've shown that with the support of the members we can take on UPS and win."

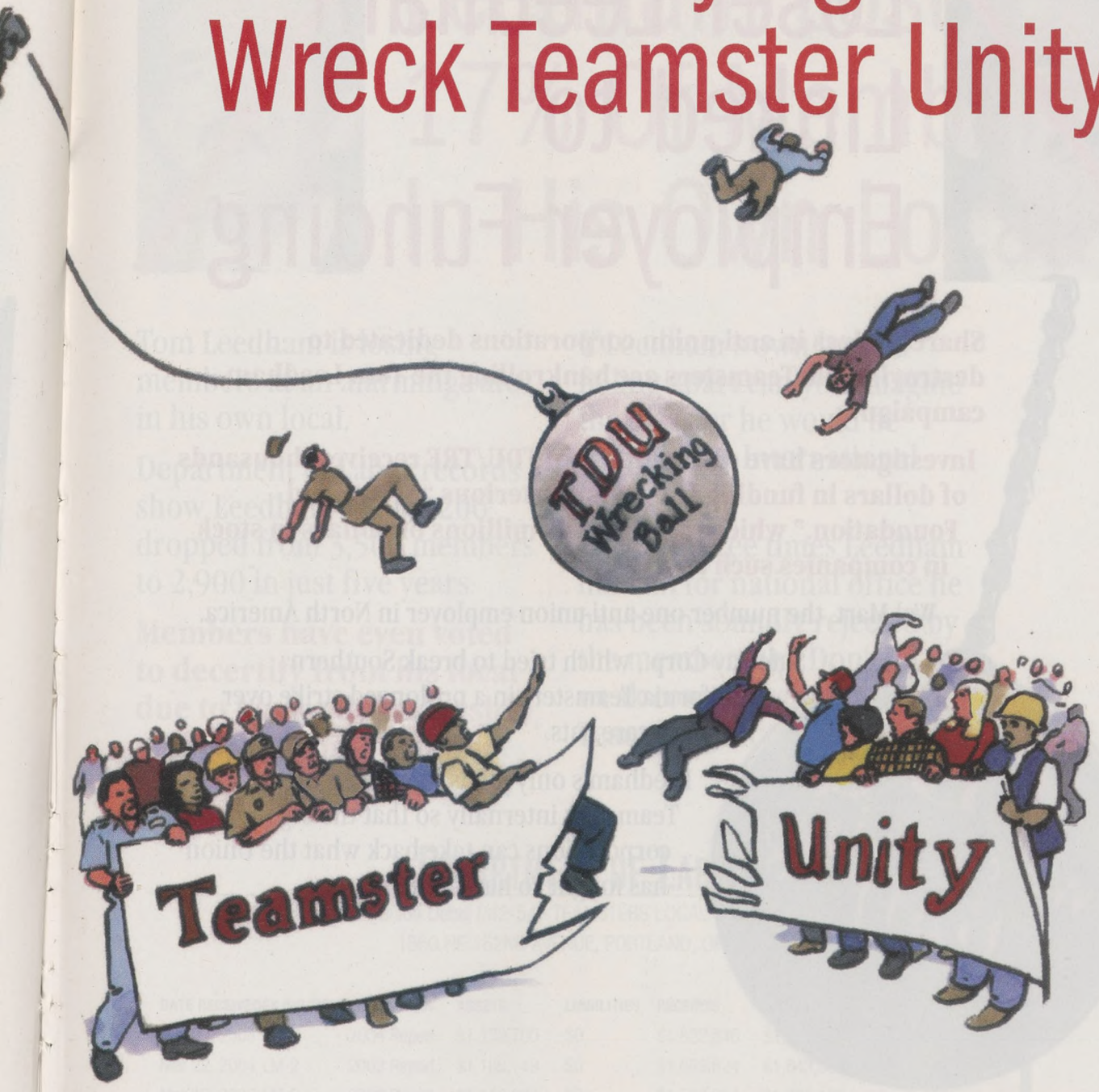
– Jim Hoffa and Ken Hall

Go to www.Hoffa2006.com
to join Hoffa2006 and help re-elect Jim Hoffa President

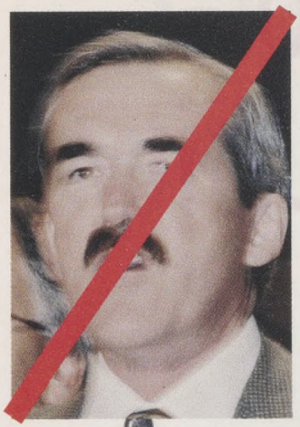
"3-Time Loser" Tom Leedham



Leedham Trying to Wreck Teamster Unity



"3-Time Loser" Tom Leedham spends every day tearing down our union on his TDU website. Leedham is hurting the union. When we try to organize new members, employers go to TDU's website and print out his anti-Teamster material to hand out to their workers.



Loser Leedham Linked to Employer Funding

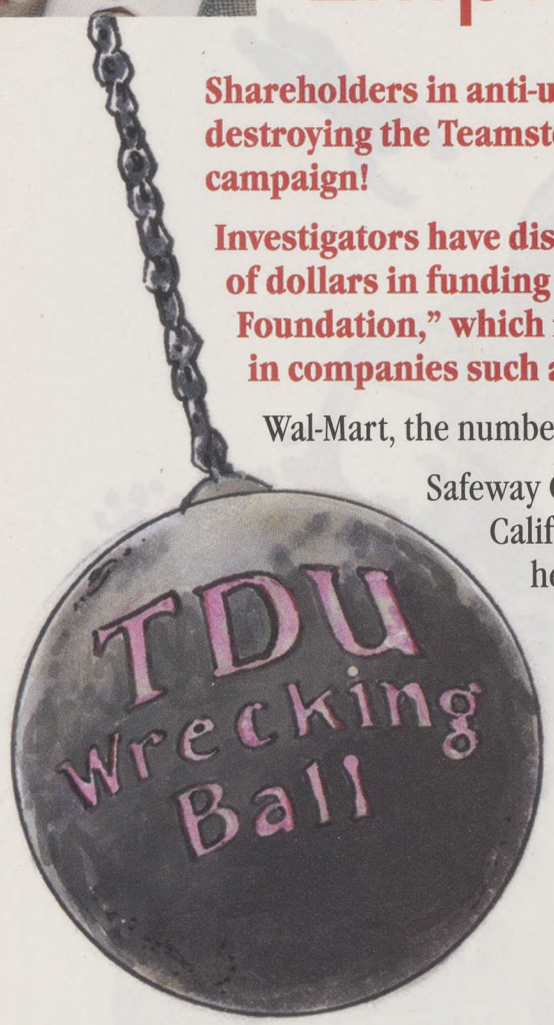
Shareholders in anti-union corporations dedicated to destroying the Teamsters are bankrolling the Tom Leedham campaign!

Investigators have discovered that TDU/TRF receives thousands of dollars in funding from the mysterious "New World Foundation," which in turn owns millions of dollars in stock in companies such as:

Wal-Mart, the number one anti-union employer in North America.

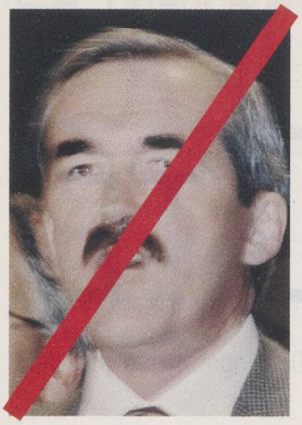
Safeway Corp., which tried to break Southern California Teamsters in a prolonged strike over healthcare cuts.

Leedham's only job is to weaken the Teamsters internally so that the big corporations can take back what the Union has fought so hard to achieve.



NEW WORLD FOUNDATION GRANTS — for the year ended September, 30, 2002

	Unpaid Balance October 1, 2001	Grants Authorized	Change of Sponsor	Reverted	Payments	Unpaid balance September 30, 2002
Teamster Rank and File Education and Legal Defense Fdn P.O. Box 10303 Detroit, MI 48210	$0	$15,000	$0	$0	$15,000	$0



Leedham Lost 17% Of Members In His Own Local!

Tom Leedham is losing members at an alarming rate in his own local.

Department of Labor records show Leedham's Local 206 dropped from 3,500 members to 2,900 in just five years.

Members have even voted to decertify from his local due to his weak leadership and poor representation.

If Leedham's own local is falling apart can you imagine the disaster he would be running the International Union?

The last three times Leedham has run for national office he has been soundly rejected by the membership. Don't let this weak complainer wreck Teamster unity.

Department of Labor

Union Detail 042-547 TEAMSTERS LOCAL UNION 206
1860 NE 162ND AVENUE, PORTLAND, OR 97230

DATE RECEIVED	FILING TYPE	FISCAL YEAR	ASSETS	LIABILITIES	RECEIPTS	DISBURSEMENTS	MEMBERSHIP
Mar 23, 2005	LM-2	2004 Report	$1,139,790	$0	$1,622,646	$1,652,107	2,900
Mar 22, 2004	LM-2	2003 Report	$1,168,149	$0	$1,653,624	$1,643,583	2,800
Mar 18, 2003	LM-2	2002 Report	$1,116,669	$0	$1,517,964	$1,498,182	3,200
Apr 09, 2002	LM-2	2001 Report	$1,144,713	$12	$1,380,274	$1,530,052	3,200
Apr 02, 2001	LM-2	2000 Report	$1,232,796	$0	$1,387,242	$1,442,218	3,500

Don't Support "3-Time Loser" Tom Leedham Or TDU!

HOFFA 2006 SLATE



Jim Hoffa
Local 614/Pontiac, MI
General President



Tom Keegel
Local 120/Minneapolis, MN
General Secretary-Treasurer



Randy Cammack
Local 63/Los Angeles, CA
VP-At-Large



Fred Gegare
Local 75/Green Bay, WI
VP-At-Large



Ken Hall
LU 175/South Charleston, WV
VP-At-Large



Carl Haynes
Local 237/New York, NY
VP-At-Large



Ralph Taurone
Local 222/Salt Lake City, UT
VP-At-Large



Robert Bouvier
Local 1999/Montreal, QE
VP-Canada



Tom Fraser
LU 419/Mississauga, ON
VP-Canada



Don McGill
LU 213/Vancouver, BC
VP-Canada



Pat Flynn
Local 710/Chicago, IL
VP-Central Region



Walt Lytle
Local 414/Wayne, IN
VP-Central Region



Jack Cipriani
Local 391/Greensboro, NC
VP-East Region



John Murphy
Local 122/Boston, MA
VP-East Region



Tyson Johnson
Local 745/Dallas, TX
VP-South Region



Ken Wood
Local 79/Tampa, FL
VP-South Region



Al Hobart
Local 760/Yakima, WA
VP-West Region



Chuck Mack
Local 70/Oakland, CA
VP-West Region



Jim Santangelo
Local 545/Los Angeles, CA
VP-West Region



Frank Gallegos
Local 890/Salinas, CA
Trustee



Henry Perry
LU 667/Memphis, TN
Trustee

For Hoffa Gear (shirts, hats, etc.) go to www.Hoffa2006.com or call 1-800-562-5766.

I want to help re-elect the Hoffa 2006 team!

Name _____

Address _____

City _____ State _____ Zip _____

Local _____ Phone _____

Send me campaign updates at my email address: _____

Mail to: Hoffa-Keegel 2006, PO Box 77131, Washington, DC 20013-7131

REPORT 91 TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board
Benjamin R. Civiletti
Joseph E. diGenova
William H. Webster
DATED: December 7, 2005

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Ninety-first Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have currently come before us, including a member's action prior to IRB proposed charges and the status of pending charges about which we have previously informed you. We will also discuss the status of an Information Report which does not contain charges but was issued to the IBT as a means of providing information on irregularities requiring action by the IBT.

II. MEMBER ACTION PRIOR TO IRB PROPOSED CHARGES

JOSEPH YANNUCCI–LOCAL 813, LONG ISLAND CITY, NEW YORK

Before formal charges could be recommended by the IRB to the IBT on his not appearing for a sworn examination, Local 813 member Joseph Yannucci submitted an agreement to the IRB. The Chief Investigator had planned to question Mr. Yannucci regarding, among other things, his membership in Local 813 and whether he had any contact with individuals who have ties to organized crime. In the agreement Mr. Yannucci agreed to permanently resign from Local 813 and the IBT. The IRB found the agreement served to resolve the matter. On November 10, 2005, United States District Judge Preska approved the agreement.

III. STATUS OF PREVIOUS IRB CHARGES

A. JOHN KIKES–LOCAL 78, HAYWARD, CALIFORNIA

We have previously informed you that John Kikes, International Representative and Local 78 President, allegedly brought reproach upon the IBT when, subsequent to William T. Hogan, Jr.'s permanent bar from the IBT, he had knowing and purposeful contact with him. General President Hoffa filed the charges against Mr. Kikes and appointed a hearing panel. A hearing was held September 15 and 16, 2005.

By decision of October 20, 2005, Mr. Hoffa accepted the recommendation of the hearing panel and permanently barred Mr. Kikes from holding membership in, contracting with, consulting with and/or seeking or holding office, position or employment, directly or indirectly, with the IBT or any other IBT-affiliated entity or Fund; permanently barred him from seeking or accepting money or other compensation from the IBT or any other IBT-affiliated entity or Fund; permanently barred him from participating in the affairs of the IBT or any other IBT-affiliated entity or Funds or any of its sponsored benefit plans; and permanently barred Mr. Kikes from contact and association with officers, members, employees, representatives and agents of the IBT or any other IBT-affiliated entity or Fund.

Counsel to Mr. Kikes notified the IRB that Mr. Kikes wished to appeal the decision of the IBT. The IRB approved the request and asked counsel to submit his appeal and the Chief Investigator to submit his memorandum on the appeal to the IRB. The appeal documents are under review by the IRB.

B. SERGIO SALCEDO–LOCAL 714, BERWYN, ILLINOIS

We have previously informed you that Local 714 member Sergio Salcedo allegedly brought reproach upon the IBT by failing to appear for his scheduled in-person sworn examination. The charge was filed, a hearing was held and the Local 714 Executive Board found Mr. Salcedo guilty as charged. On October 27, 2005, the Executive Board suspended him from the Local for one year. After the IRB questioned the one-year penalty, the Executive Board revised its decision and permanently barred him from the IBT and all IBT Entities. The IRB has asked the Executive Board whether it intended to include the standard language regarding employment and other benefits that the IRB has previously instructed the IBT to include in sanctions relating to those suspended or permanently barred.

C. JOSEPH L. BERNSTEIN–LOCAL 781, DES PLAINES, ILLINOIS

We have previously informed you that Local 781 President and Joint Council 25 Vice President Joseph L. Bernstein allegedly brought reproach upon the IBT and violated his membership oath when, subsequent to William T. Hogan, Jr.'s permanent bar from the IBT, he had knowing and purposeful contact with him. The IBT hearing panel found Mr. Bernstein guilty as charged. General President Hoffa adopted the hearing panel's recommendation and prohibited Mr. Bernstein from ever reclaiming membership in the IBT or participating in the affairs of any IBT affiliates but he was not prohibited from contact and association with IBT officers, members, employees, representatives and agents with respect to matters that do not involve union business.

The IRB notified Mr. Hoffa that given Mr. Bernstein's conduct the IRB found the sanction imposed upon him

inadequate. In its decision of October 11, 2005, the IRB found that the proper sanction for Mr. Bernstein's undisputed conduct was a permanent bar from all IBT associations. Therefore, Mr. Bernstein has been permanently barred from holding membership in or any position with the IBT or any IBT-affiliated entity or Funds; he may not hereafter obtain employment, consulting or other work, directly or indirectly, with the IBT or any IBT-affiliated entity; and Mr. Bernstein is barred from contact and association with IBT officers, members, employees, representatives and agents. The IRB decision is with United States District Court Judge Preska for review.

D. ROBERT D'ANGELO–LOCAL 813, LONG ISLAND CITY, NEW YORK

In the last issue of the *Teamster* magazine we informed you that the IRB issued an Investigative Report to General President Hoffa concerning Local 813 member Robert D'Angelo. Mr. Hoffa adopted and filed the charges against Mr. D'Angelo for knowingly associating with members of organized crime and he referred the charges back to the IRB for a hearing. An IRB hearing scheduled for December 6, 2005, has been rescheduled, pursuant to a request by counsel to Mr. D'Angelo, to January 13, 2006.

IV. INFORMATION REPORT

LOCAL 445 ALLOCATION OF EXPENSES TO BENEFIT FUNDS

We have previously informed you that the IRB issued a non-charge Report to IBT General Counsel Patrick Szymanski concerning the allocation of Local expenses to the Local's Benefit Funds. For years, despite the IBT's directives that cost-sharing agreements be well documented, the Union Trustees, who are Local officers and employees, permitted the Benefit Funds to reimburse the Local for expenses that were unsubstantiated by any written documentation. The evidence indicated that the Trustees breached their fiduciary duties to the Funds in permitting unjustified payments to the Local.

Local 445 implemented a revised cost-sharing agreement which is being administered by an independent accountant. The reimbursement amount from Local 445 to the trust fund was determined to be $21,923.54 and repayments should start in January 2006.

V. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 55 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed by IRB staff only. It is not manned by an investigator; however, the recorded information if complete and within IRB jurisdiction is forwarded directly to the Investigations Office.

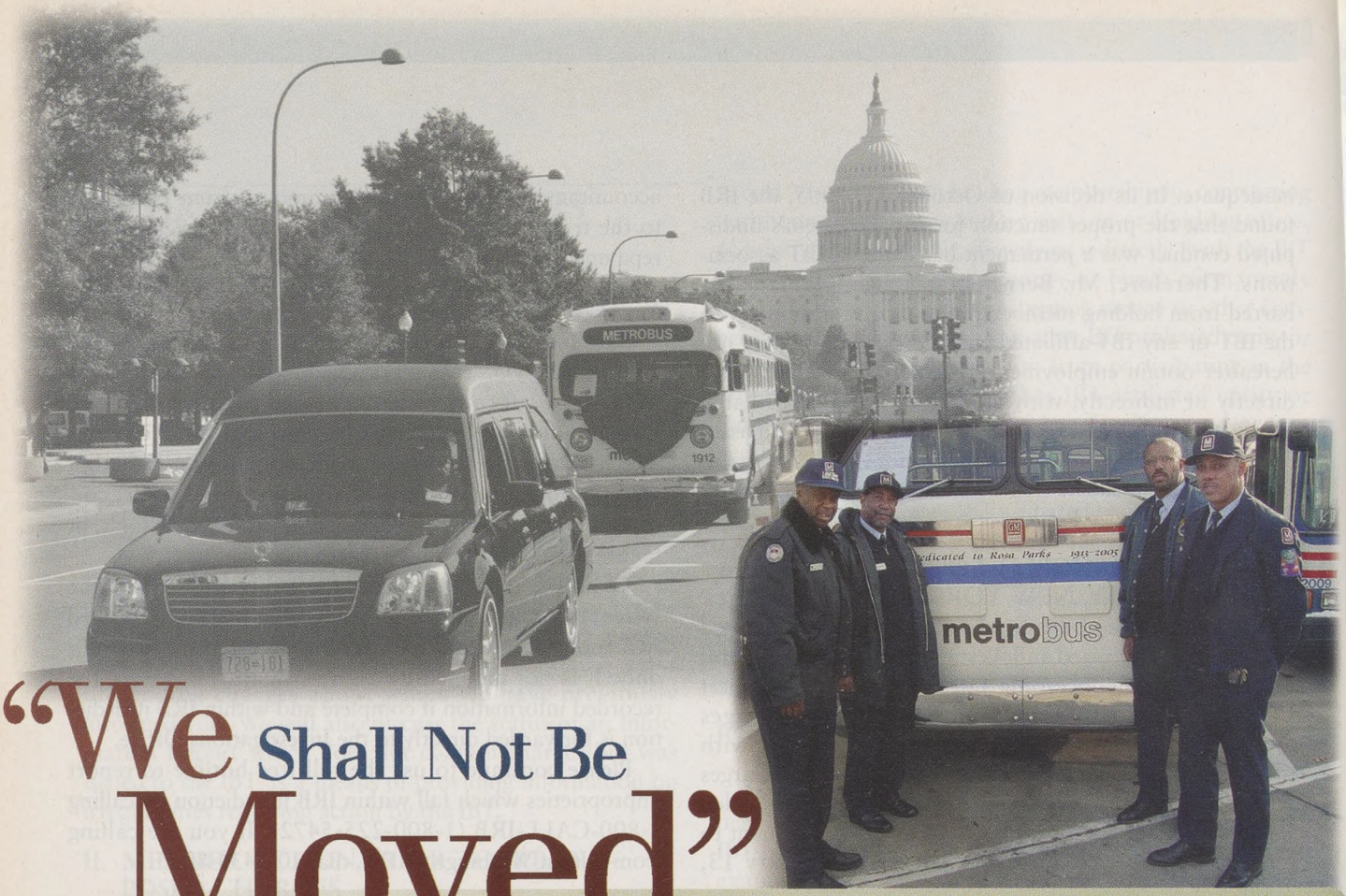
Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

VI. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities. If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above, you may use the IRB facsimile number 202-434-8084, or you may write to either the IRB Chief Investigator or the IRB office:

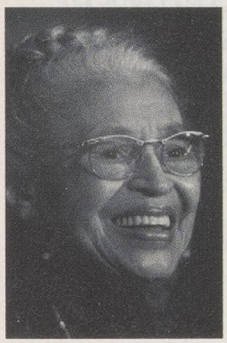
Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001



"We Shall Not Be Moved"

LOCAL 922 CELEBRATES THE LIFE OF ROSA PARKS



AP WIDE WORLD

ROSA PARKS, a quiet woman who ignited the civil rights movement by refusing to give up her seat on a bus in 1955, died on October 24 at the age of 92. Parks was an inspiration to a generation of young activists as her simple act of defiance awoke the conscience of the nation.

Local 922 in Washington, D.C. was able to honor Parks in a special way. Four senior drivers from the Washington Metropolitan Area Transit Authority—all members of Local 922—were selected to participate in the memorial procession and other ceremonies honoring Parks in Washington, D.C.

Three of the drivers, Rudy Gardner, Robert Miles and Willie Lawrence, accompanied Parks' body and her family as part of a large motorcade from the airport into Washington, D.C. As the motorcade neared the Capitol, a special bus driven by James Washington joined them. This 1957 restored ceremonial bus fell in behind the hearse, with no riders as a symbolic tribute to the civil rights pioneer. As the motorcade progressed, this bus was filled with flowers and wreaths from mourners.

A Moving Experience

"This experience marks the height of my career," said Washington, a 40-year member of Local 922. "It was an honor to be chosen. I was also honored to drive the bus on December 1 when the bus was officially dedicated to Mrs. Parks. I was pleased that Teamsters were the ones to ferry Mrs. Parks to the ceremonies honoring her. With our civil rights history it seemed fitting."

"I have never seen anything like the turnout for Mrs. Parks at all the events—and I have driven in inaugural parades and other big occasions," said Gardner, Vice President of Local 922 and a 19-year member. "There were more than 50 vehicles with us in the motorcade and the Parkway was closed for us all the way through. But people did not get angry. Instead, they got out of cars and lined the road, bridges, everywhere to see the procession pass by. In the city as we traveled near the Capitol, people came out of their houses, school children were brought out and there was singing and cheering for her. I will always remember this as one of the most moving experiences of my life."

Equality, Dignity and Respect

The vintage bus, which now has a memorial plaque on its side and a silhouette of Parks in her famous seat, will be used in the future for special events and parades.

After Parks passed away in October, the Teamsters and all the unions in the Change to Win federation lowered their flags in her honor. For those in the labor movement, honoring Rosa Parks means much more than saluting the brave act of a woman 50 years ago. Her actions still reverberate because she always shared the same beliefs that the labor movement holds dear. Her fight for equality, dignity and respect is the same fight of the Teamsters Union as civil rights and workers' rights go hand in hand.

ELECTION SUPERVISOR'S REPORT

CONVENTION DELEGATE NOMINATIONS AND ELECTIONS ARE HAPPENING NOW
NEW RULE REQUIRES IBT GENERAL PRESIDENT CANDIDATE FORUM
RULES BOOKLETS AVAILABLE NOW

Open Season for Delegate Nominations and Elections – Hundreds of IBT locals held convention delegate nomination meeting in January. For information on the results of those meetings, go to the "Dates, Times, and Places" chart under "Delegate Elections" on Election Supervisor's website, www.ibtvote.org. There, you can find out if there is a contested election for delegate and alternate delegate in your local, and dates when ballots will be mailed out and counted. If the number of candidates nominated was the same as the number of delegates to be elected, the nominees are deemed elected and the "Dates, Times, and Places" chart will note a "White Ballot" for the local union. There is no mail ballot after a "White Ballot."

Delegate candidates are conducting campaigns now, and campaigning will continue through at least April 30, 2006 when the election period ends. All union members have the right to campaign actively for delegate and alternate delegate candidates and candidates for IBT international office, without fear of reprisal or retaliation. Basically, the *Rules* protect the rights of candidates and their supporters to distribute information, and the rights of members to receive campaign information. The *Rules* provide candidates with the right to distribute campaign material using the local union mailing list (at the candidate's expense), to display literature on tables or bulletin boards at local union meeting halls, to get information about collective bargaining agreements and worksite locations, and to campaign in employer parking lots. Read Art. VII of the *2006 Rules* for a description of the political and campaigning rights of members and candidates. **Violation of candidate or member rights protected by the *Rules* can be protested, and may subject the violator to sanctions.**

As delegate election results are certified, the name and local union affiliation of each elected delegate will be posted to the list of Certified Convention delegates and alternate delegates on the Election Supervisor's website. Each delegate and alternate delegate certified as elected will receive a letter from the Election Supervisor confirming that fact. Any member may contact a delegate or alternate delegate to the IBT convention. A member needing contact information for a delegate may ask the delegate's local union, or may obtain that information from the Election Supervisor's Office.

New Rule on Candidate Forums – A new rule, applicable for the first time in the 2006 IBT International Officer Election, requires the Election Supervisor to hold "at least one candidate forum for all nominated candidates for the office of General President." You can read the new rule (Article VII, Sec. 6) in the version of the *Rules* published at www.ibtvote.org. The new rule requires a candidate forum for all candidates nominated at the IBT International Convention for the office of General President, and requires that the forum to be held between August 14 and September 1, 2006. Details of the required General President candidates' forum – including location, time, format, and how it will be made available to the IBT membership – remain to be decided and will be addressed later this year. Any suggestions you have about the required General President candidates' forum may be sent to the Election Supervisor's office by mail or email.

***Rules* Booklets –** A pocket-sized version of the *Rules* is available on request. Multiple copies of the booklet have been sent to each local union. You may obtain one from your local or request a copy from the Election Supervisor's office. Spanish and French pocket-sized versions of the *Rules* are also available on request from the Election Supervisor's office.

Up-to-date information for both the Election Supervisor's headquarters and the Regional Directors may be found at www.ibtvote.org.

Richard W. Mark
Election Supervisor




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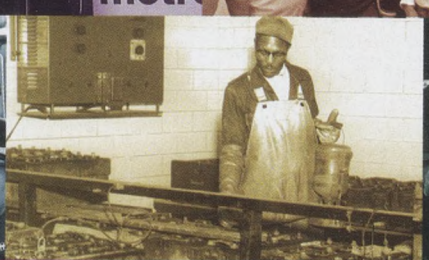

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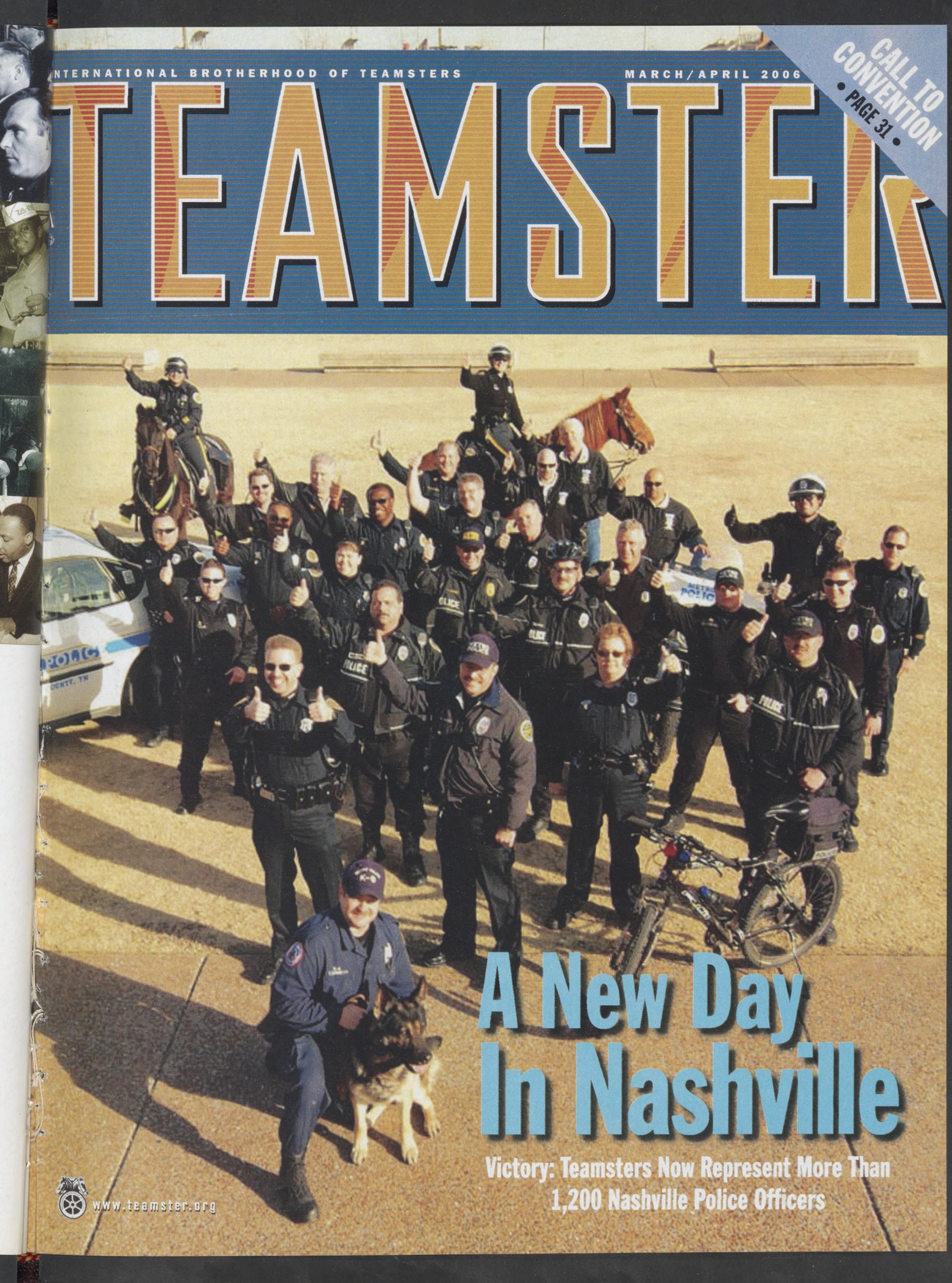

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MARCH/APRIL 2006

TEAMSTER

CALL TO CONVENTION • PAGE 31 •



A New Day In Nashville

Victory: Teamsters Now Represent More Than 1,200 Nashville Police Officers

www.teamster.org

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A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

Homeland Security

Our nation's homeland security has again been a major topic lately with the scandal over foreign control of our ports, but what has been continuously ignored is the threatened economic security of America's working families. Workers are facing unprecedented attacks on their wages and pensions, skyrocketing health care costs and fuel prices, and jobs leaving for foreign shores. In my mind, this assault on the American Dream is damaging our country as much as any foreign threat.

Our country is only as strong as its citizens. That is why I find it so abhorrent that our government caters to, and defends, corporations at the expense of working Americans. Our democratic government was set up by our founding fathers to defend us from the tyranny of the "monied" interests. But instead of defending us, our elected representatives cater to Big Business and those who make the biggest contributions to their campaigns.

The Union Difference

Just as our nation is only as strong as its citizens, our union is only as strong as its members. Thankfully, as union members, Teamsters are better able to weather the current anti-worker environment sweeping over our land. Union workers are better able to hold onto their benefits than their nonunion counterparts. Today, 86 percent of union jobs provide health insurance benefits, compared with 59 percent of nonunion jobs. Last year, nearly 50 million Americans went without health care as the percentage of workers who receive insurance dropped from 69 percent to 60 percent between 2000 and 2003.

Unions also guarantee better safety and health for workers on the job. The recent deaths at the Sago Mine and others in West Virginia reminded us of the risks people must take in this country to feed their families. But those risks are greatly reduced when workers—not just the corporate bottom line—determine safety standards. It's no coincidence that 17 of the 18 coal miners killed since January 1 worked in nonunion mines. Truly, the union difference can be a matter of life and death.

A Stronger America

Politicians need to be reminded of these facts, because they don't seem to care that their hypocrisy is plain as day. Corporate-owned politicians decry pension plans as an unaffordable dinosaur, but you won't see our Representatives dumping their lucrative Congressional pensions in favor of a 401(k). And those same politicians have refused to increase the minimum wage for almost 10 years, but during that same span have awarded themselves eight pay raises.

If our elected representatives really care about the people they represent, they should start acting like it. Homeland security should start with working Americans, because the American Dream is more worthy of defending than any corporation or conglomerate. And tell your elected representatives to support legislation that would protect the right and strengthen the ability of workers to join a union. That's one way for politicians to show they truly care about the people they represent and strengthen our country at the same time.

James P. Hoffa

Stronger Together

CSRs at Merged US Airways to Receive up to $5-an-Hour Raise

The Teamsters Airline Division and the Communications Workers of America (CWA) reached a transition agreement with the newly merged US Airways, securing significant wage increases and work protections for the former America West customer service representatives.

"I think this is a great agreement," said Valerie Dirks, 10-year America West CSR and shop steward at Phoenix International Airport. "We're going to have a contract and we've got union protection and pay parity with US Airways CSRs."

The agreement also formally recognizes the workers' joint association—ratified by the more than 8,000 America West and US Airways CSRs—as their collective bargaining representative. As part of the transitional agreement, some Teamsters will receive wage increases of up to $5 per hour that will be implemented over the next 24 months.



A Big Voice

"This alliance has already produced results for America West CSRs," said Jim Hoffa, Teamsters General President. "We're moving forward in negotiations to reach our ultimate goal of bringing all workers under a strong, fair contract."

Until the parties conclude an agreement to integrate the two work groups, the agreement protects the existing holiday, sick time and vacation policies for the former America West workers. As of press time, the work groups had not been integrated.

"This agreement is a positive development and our union is fighting for our rights," Dirks said. "We're going to have a big voice at US Airways for years to come."

America West Airlines and US Airways merged to form the sixth-largest air carrier in the country in late September. Soon after, America West CSRs and their counterparts at US Airways—represented by the CWA—agreed to form the Airline Customer Service Employee Association, IBT-CWA, to represent the workers. The association was approved by a 1,321-175 vote of Teamster members from America West.

Positive Association

"There is power in numbers, and our alliance with the CWA members at US Airways will have the power of more than 8,000 members behind it," said Dan Vogelgesang, an America West reservations worker based in Phoenix.

In day-to-day representation, CWA will continue to represent workers in the eastern, largely US Airways locations, and the Teamsters will represent those in the western states where America West mainly operates.

"Working in the airline industry during these uncertain times is tough—we can't afford to be without a strong voice," said Jenny Tan, CSR in Reno, Nevada and Local 986 member. "Creating our association with the US Air CSRs is going to allow us to continue improving our pay and working conditions."

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Knowledge For A Lifetime

Scholarships Awarded to Student Essayists

Hundreds of applicants submitted essays to the James R. Hoffa Memorial Scholarship in hopes of getting financial aid for college. The essays covered a wide range of issues, from how Teamster benefits assisted their families to why it helped knowing their parents had a secure job and safe future because they were union members.

Fifty sons and daughters of Teamster members now have less of a financial burden with college thanks to this scholarship. Information on how to support the scholarship and how to apply can be found on the Internet at www.teamster.org.

Canadian Region

Brenda Beamer, Local 31
Rahim Kassam, Local 938
Erin LeSeach, Local 213
Dalibor Markovic-Susnjar, Local 880
Kimberly Pavao, Local 31
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Adam Eubanks, BLET 777
Megan Higgins, Local 120
Hans Keim, Local 554
Erin Schleusner, Local 320
Amber Tenholder, Local 688
Melissa Thornton, Local 247
Laura Watson, Local 364

Eastern Region

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Katrina Browning, Local 115
Stephen Corcoran, Local 25
Stephanie Cunnane, BLET 561
Melissa Dalton, Local 25
Lauren Francey, Local 25
Donald Gratton, Local 211
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Kristen O'Leary, GCC 1-H
Alana Russo, Local 25

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Brian Pigue, Local 878
Valerie Simmons, Local 413
Jace Sparks, Local 919

Western Region

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Carri Brandt, BLET 727
Briana Brewster, Local 63
Meghan Bruce, Local 589
Priscilla Cooper, Local 896
Malaya Fletcher, Local 117
Nicole Giampapa, Local 299
Jennifer Johnson, Local 206
John Anthony LaPorte, Local 896
Veronica Muse, Local 267

Hooray For Hollywood

Workers Stage Six-Hour Strike for Recognition

Thirty workers at Paskal Lighting in Hollywood, California recently drew on the strength and support from the Teamsters Union and International Alliance of Theatrical Stage Employees (IATSE) to win recognition from the company following a six-hour strike.

"It was great to have the support of both local unions that day," said Daniel Muñoz, a warehouse worker at Paskal and member of the negotiating team. "The fact that the company backed off so quickly is a true tribute to the power of solidarity."

The bargaining unit at Paskal Lighting will be divided between IATSE Local 80 and Teamsters Local 399 in Los Angeles, with the Teamsters representing the drivers and warehousemen and IATSE representing the lighting technicians and grips.

Members from Local 399, IATSE Local 80 and other Teamster locals in Joint Council 42 joined the striking workers in a show of support.

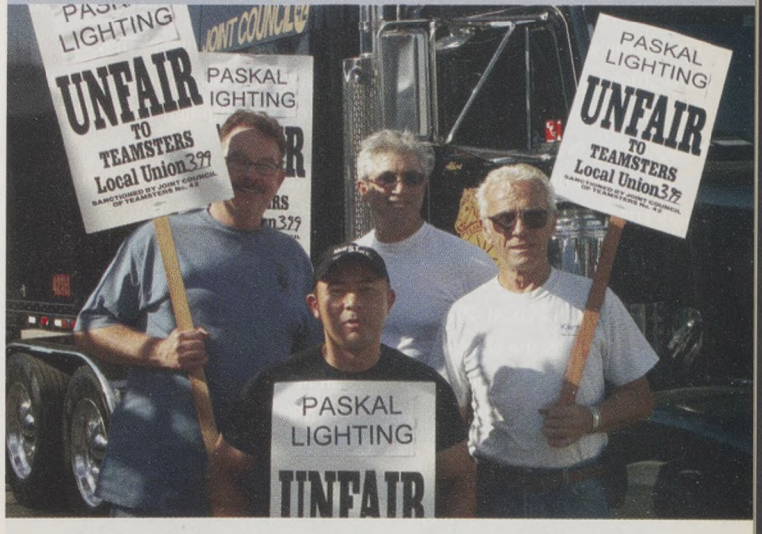
"It is imperative that we form these strategic relationships on all levels," said Jim Santangelo, President of Joint Council 42. "Whether it is on the local, regional or national level, we share the common goal of rebuilding union power."

Broad Organizing Campaign

This victory is the first in what both unions expect to be a broader organizing campaign targeted at as many as 10 more lighting companies in Hollywood.

Local 399 and IASTE Local 80 have formed a strategic relationship that both anticipate will be a template for future campaigns.

"Organizing is our primary focus as we enter this new era for the labor movement," said Leo Reed, Director of the Motion Picture Division and Secretary-Treasurer for Local 399. "Our partnership with IATSE Local 80 will help open areas of organizing that we had not explored in the past."





Gas And Go

Local 117 Organizes Tankhaul Workers

With some help from a local in Ohio, Local 117 in Seattle recently celebrated a tankhaul victory when workers at Praxair Distribution in Tacoma voted 17-1 to join the Teamsters.

"Being a Teamster means being among those that will watch your back on the job," said J.V. Everson, one of the new Teamsters at Praxair.

Of the 19 workers in the unit—cylinder handlers, processors and maintenance—the workers have wanted Teamster representation for some time. Praxair Distribution supplies industrial, medical and specialty gases in cylinders and small cryogenic containers.

Fairness and Equality

"I've been a union member several times over the past 30 years and those places have been some of the best places to work," said Jim Morgan, one of the Praxair workers. "You feel that you're treated much more fairly and equally than you would without the protection of the union."

Workers want to be Teamsters because they want more dignity on the job and want their paychecks to keep up with inflation.

"I wanted to be a Teamster because it's better for me to have a contract," said Manuia Fuaga Jr., a Praxair employee.

Valuable Assistance

"The Praxair workers in this bargaining unit are a strong bunch. They really stuck together," said Kathryn Akeah, an organizer for Local 117. "The group knew each other pretty well before this campaign but this has brought them even closer together."

Akeah said that Local 407 in Cleveland was a big help in the campaign. Local 407 organized a similar unit of Praxair workers in 2005. The Ohio local provided Akeah with insight into their campaign and negotiations. Bargaining for the Tacoma unit starts soon.

"The help from Local 407 was so valuable," Akeah said. "But even more valuable was the solidarity these workers showed."

"Since I've been in unions before, I can honestly say that I believe they are one of the best things going," said Mike Sabol, another new Local 117 member. "If you have a problem you have someone to go to and help get it solved. You have a feeling of belonging and know that someone is there to back you up."

Million-Dollar Victory

162 School Bus Drivers Receive Back Pay

Members of Local 170 in Worcester, Massachusetts had some especially good news recently when they received checks of up to $21,525 each for wages their employer, Laidlaw Educational Services, failed to pay them over the past three years.

"The workers really wanted this victory and they stuck together," said John Comeau III, Secretary-Treasurer of Local 170.

Laidlaw, which previously held the contract to transport elementary, middle and high school children in Worcester public schools, failed to meet the prevailing wage standard required of city contractors.

Awesome Feeling

"The union went through the contract and the company didn't get away with shortchanging us," said Cynthia Kitts, a Worcester public schools bus driver. "It was awesome that the union was there and was able to rectify it for all of us."

The back pay awarded to all 162 drivers totaled more than $1 million.

"This couldn't have been given to a finer group of people," said John Millet, a Local 170 business agent. "We've got single mothers, retirees, people who really work hard to make ends meet, so this made a big difference."

Milk Money

Local 421 Members Win Swiss Valley Settlement

Greg Valentine, a steward at Swiss Valley Farms Dairy and a 23-year member of Local 421 in Dubuque, Iowa, had a feeling that he and his 175 coworkers were going to win a recent arbitration case. And in late 2005, an arbitrator ruled that Swiss Valley Farms Dairy had to pay differences in projected health and welfare rates on an ongoing, hourly basis resulting in an approximately $700,000 payout for the workers.

It started in September 2004 when Kevin Saylor, a steward at Swiss Valley Farms, got a notice with his pay stub that he delivered to Dave Baker, President of Local 421. The notice stated that excess monies from the health and welfare rates would be paid to workers as a lump sum and would not be added to their hourly or base rate of pay.

Baker immediately filed a grievance on behalf of the entire unit at Swiss Valley Farms, a cooperative of dairy farms in Iowa, Illinois, Wisconsin and Minnesota. The grievance alleged a violation of a local addendum to the National Master Dairy Agreement (NMDA).

Great Teamwork

"This is a case where there was great teamwork between the elected leadership and individual members who stepped up to the plate," Valentine said.

After Laidlaw lost its contract with the city of Worcester, Local 170 negotiated agreements with two new companies now under contract with the city—First Student and Durham. The contract with Durham was the first in the country, a major step toward organizing a company that has fought unionization at every turn.

Raising Standards

"I went to the town meeting and I let them know they weren't going to operate in Worcester without a contract with the Teamsters union," Millet said. "It's getting the politicians involved that makes a difference. When push came to shove, we made sure we were all on the same page."

First Student, Durham and Laidlaw are the three largest companies in the school bus industry, transporting 55 percent of U.S. school children. They are also the target of a joint organizing campaign between the Teamsters and the Service Employees International Union (SEIU).

"This is a big victory on a lot of levels," said Mike Hogan, President of Local 170. "These three companies are bottom-feeders that win contracts by underbidding each other. But not in Worcester. For once they had to win by raising standards for drivers, not lowering them."



"This is a big victory on a lot of levels."

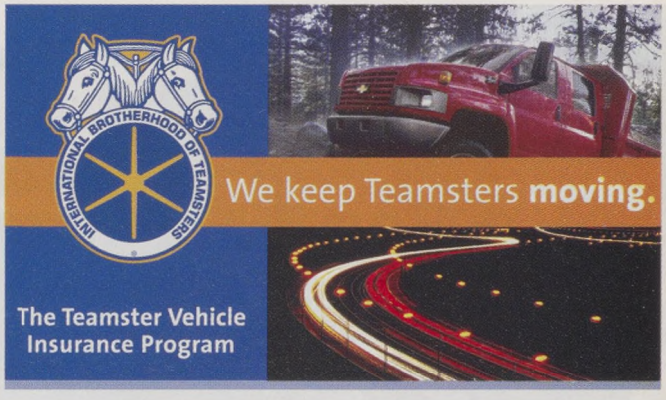
—MIKE HOGAN, PRESIDENT OF LOCAL 170



The ruling stated that Swiss Valley had to pay the workers approximately $240,000 plus overtime for the contract year beginning in September 2004. The company was ordered to pay workers $480,000 plus overtime for the contract year beginning in September 2005. The company also has to calculate hourly increases in workers' pay for 2006, which may bring the total award closer to $1.2 million.

"I felt great to be there to represent the drivers throughout the whole process," Saylor said. "At that time I was still a new steward so it was very interesting and I learned a lot from the process."

"Leadership went the extra mile to make sure this was resolved," Valentine said.



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A Secure Future

Local 326 Members Rejoin Teamster Pension Plan

After battling an employer determined not to participate in a Teamster pension plan, members of Local 326 in New Castle, Delaware finally have something to smile about.

Recently, members working at NKS distributors and the Tenui Corporation both approved new five-year contracts. In addition to an increase in wages, the contract included a commitment from the companies to stay in the Teamster pension plan for the next 25 years. NKS and Tenui are beer, wine and spirit distributors that cover the entire state of Delaware and are owned by members of the same family.

"We really had a challenge ahead of us with these negotiations, but in the end we were able to restore the Teamster pension plan and secure wage improvements," said Mike Ciabattoni, Vice President of Local 326. "The employers didn't want to budge on the pension issue. They were adamant about not contributing to a Teamster pension fund."

Delivering in Delaware

"We had had a good relationship with the company for many years, but in 1996 they froze the wages and dropped the pension contribution to $1 an hour, with the desire and demand to switch from the Teamster plan to a company 401(k) plan," Ciabattoni said. "To further complicate things, the company, which until 1999 was in essence, one company, split up. Negotiations over the years failed to produce satisfactory results. It wasn't until late 2004 that the companies both came to us and said, 'we want to work this out.'"

There are about 100 workers between the two firms, which are located side by side in New Castle. At all three locations, Local 326 represents the delivery drivers and warehousemen. Truck mechanics are also represented at the NKS New Castle operation.



Terrific News

"The key thing about our new contract is the reinstatement of the Teamster pension plan," said Dave Stevens, a 28-year member of Local 326 and a shop steward at NKS. "Thanks to Local 326's negotiators, we now have a 25-year, no-argument commitment. This allows for even the youngest guys in the unit to know that they will have a pension to rely upon."

"The news that our Local 326 negotiators settled this nine-year dispute in our favor was terrific," said Jack Cipriani, Director of the Teamsters Brewery and Soft Drink Conference. "With the assault on pension plans from employers across the country, our negotiators fought the good fight and never backed down."

Soda Jerks

Teamsters Win Executive Pay Reform at Coca-Cola

The Teamsters Union won an important executive pay reform this year at Coca-Cola when the company's board of directors adopted the union's proposed policy to give shareholders the right to vote on certain executive severance agreements.

"In the last decade, Coca-Cola shareholders have seen a revolving door of top executives cash in big rewards while financial performance lagged," said Tom Keegel, Teamsters General Secretary-Treasurer. "It was high time Coke invest in the long-term growth of the company rather than country club dues for outgoing bosses."

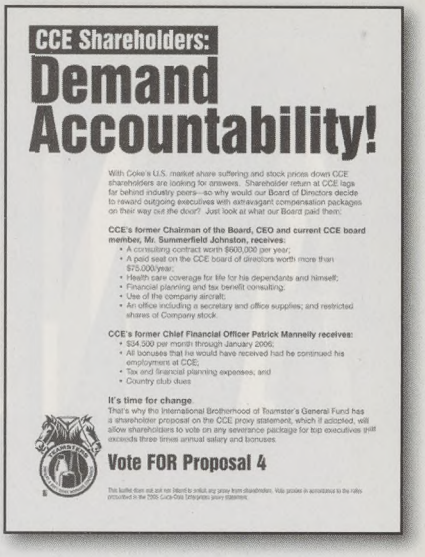
The union's General Fund proposed this reform at Coca-Cola's 2005 annual meeting and received more than 40 percent of the shares cast in favor of the proposal.

Market Power

"Coca-Cola and CCE have rewarded departing executives with pay packages including lifetime health care, country club dues, financial planning services, stock and other perks, while the company looks to cut the legs out from under its workers," said Jack Cipriani, International Vice President and Director of the Brewery and Soft Drink Workers Conference.

"The era of rewarding poor performance at Coca-Cola is over," Keegel said. "We will continue to fight for shareholder rights at CCE."

The Teamsters represent roughly 18,000 Coca-Cola workers, many of whom are also shareholders. By being active owners, Teamsters are using their market power to demand better financial performance, greater accountability from boards of directors and executives, and improved corporate governance of publicly traded companies.


CCE Shareholders:
Demand Accountability!

With Coke's U.S. market share suffering and stock prices down CCE shareholders are looking for answers. Shareholder return at CCE lags far behind industry peers—so why would our Board of Directors decide to reward outgoing executives with extravagant compensation packages on their way out the door? Just look at what our Board paid them:

CCE's former Chairman of the Board, CEO and current CCE board member, Mr. Summerfield Johnston, receives:

- A consulting contract worth $600,000 per year;
- A paid seat on the CCE board of directors worth more than $75,000/year;
- Health care coverage for life for his dependants and himself;
- Financial planning and tax benefit consulting;
- Use of the company aircraft;
- An office including a secretary and office supplies; and restricted shares of Company stock.

CCE's former Chief Financial Officer Patrick Mannelly receives:

- $34,500 per month through January 2006;
- All bonuses that he would have received had he continued his employment at CCE;
- Tax and financial planning expenses; and
- Country club dues

It's time for change.

That's why the International Brotherhood of Teamster's General Fund has a shareholder proposal on the CCE proxy statement, which if adopted, will allow shareholders to vote on any severance package for top executives that exceeds three times annual salary and bonuses.

Vote FOR Proposal 4

This leaflet does not ask nor intend to solicit any proxy from shareholders. Vote process in accordance to the rules prescribed in the 2005 Coca-Cola Enterprises proxy statement.

TEAMStar MEDICARE PART D
Prescription Drug Program

Initial Enrollment Period Ends May 15, 2006!

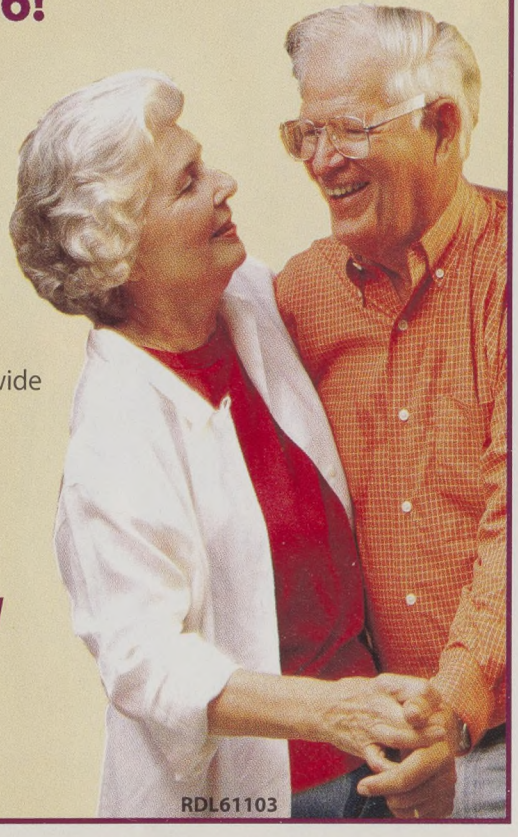
The initial enrollment period for the new TEAMStar Medicare Part D Prescription Drug Program will end on May 15, 2006. The next enrollment period will not begin until November 15, 2006.

TEAMStar Part D Program participants enjoy the following benefits:

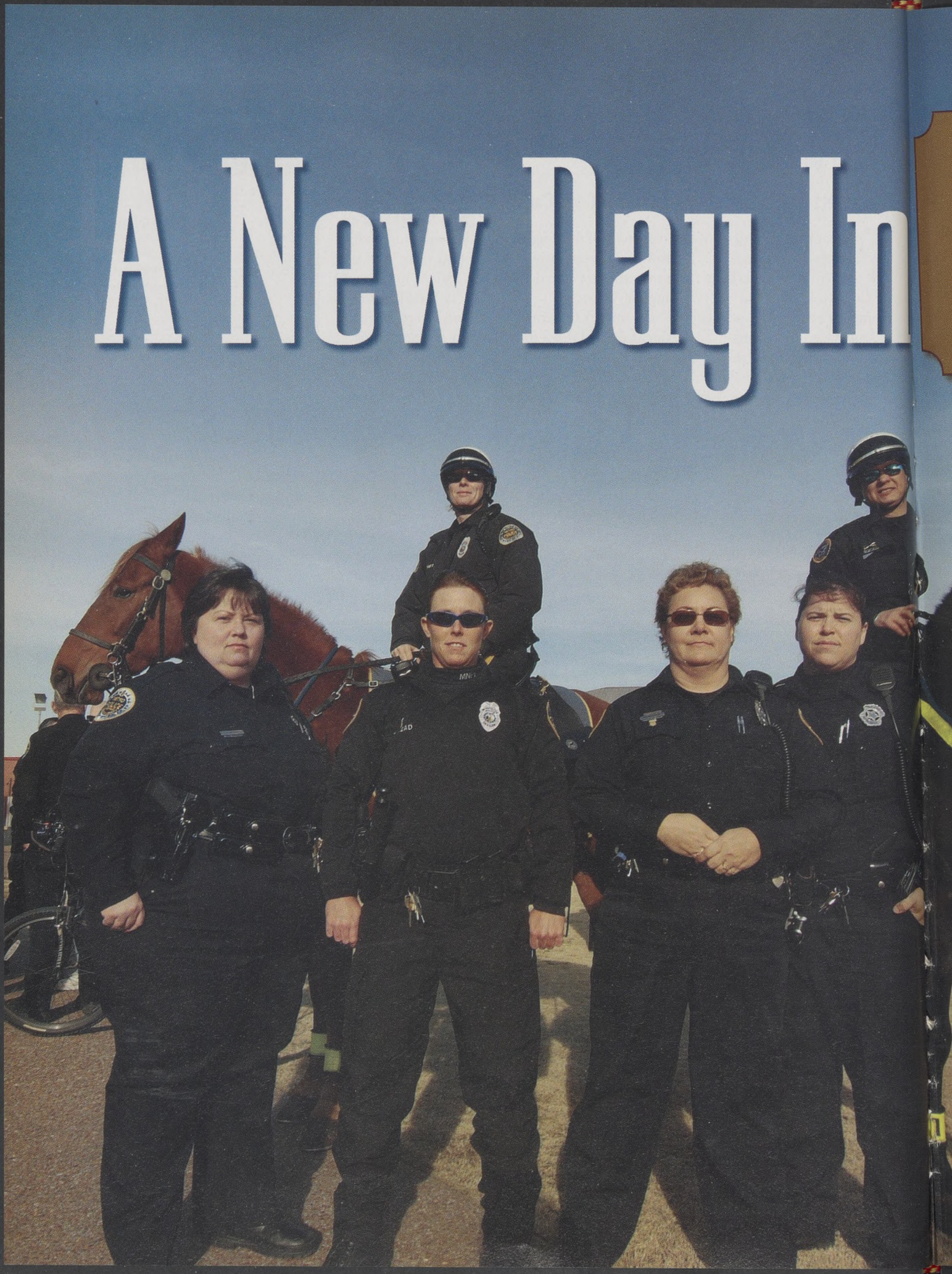
- Competitive group rates – IBT program not available to the general public
- Comprehensive drug coverage and pharmacy network – over 2,100 drug prescriptions available through over 50,000 pharmacies nationwide
- Coverage options – two plans to choose from
- No annual deductible – plan begins paying immediately

If you wait until November 15, 2006 to enroll, you may be subject to late enrollment penalties imposed by Medicare.

For additional information, or if you need an enrollment packet, visit our website at www.teamstarpartd.com or call 1-866-524-4173.


RDL61103

A New Day In



NASHVILLE



PHOTOS BY MARK MATTHIESON AND MICHAEL KROUSKOP

Teamsters Now Represent More Than 1,200 Nashville Police Officers

After decades of empty promises from a fraternal organization, Metropolitan Nashville police officers have chosen the strength of the Teamsters to help them fight for a secure retirement, due process and respect on the job.

"The Teamsters will help bring fairness to our workplace, and the Teamsters will fight for a more secure retirement for officers," said Diana McCoy, an 18-year veteran of the more than 1,200-member force in Tennessee's state capital. "Our decision to join the Teamsters gives me the same feeling I had when I left the police academy—the sky's the limit."

"Our seniority system is pitiful and the Teamsters will fight for us all the way," said Officer John Drake, another 18-year veteran.

The Fraternal Order of Police (FOP) was the officers' bargaining representative for nearly three decades until officers voted to decertify the FOP in late 2005, clearing the way for the Teamster election victory in February. Few officers know more about the need for change than Lt. Calvin Hullett, a 16-year Metro officer who was president of the FOP Lodge #5 in Nashville from 2001-2003.

Need For Change

"As president of the local lodge, I saw how the state and national leadership of the FOP is not conducive to the union movement—they are a fraternal organization," Hullett said. "The Metro officers realized that we need a strong union like the Teamsters to fight for us and to boost morale, which had fallen to all-time lows."

Officers received a boost six days before the election when Teamsters General President Jim Hoffa visited Local 327 in Nashville, which will represent the officers under the leadership of the local's President, Jimmy Neal.

"The victory in Nashville continues our broad initiative for the Teamsters to become the national voice for these special Americans who protect and serve us all," Hoffa said. "We are now ready, will-

ing and able to go out and bring other units of police officers under the banner of the Teamsters. We have the knowledge, experience and determination to make sure that their dedication and their willingness to put their lives on the line every day does not go unrewarded."

Neal said he will work closely with the International Union and the Teamsters Law Enforcement League (TLEL) to insure that Metro officers get the strong contract they deserve.

"We will do whatever it takes to finally provide a solid contract and ongoing, strong representation to the hardworking men and women who keep Metropolitan Nashville safe," Neal said. "The officers have not received that in the past."

Hoffa said the union is building on the success of the TLEL. The union established the TLEL about two years ago and officially launched it last year. The TLEL is aimed at increasing collective bargaining strength, boosting organizing efforts and increasing political power.

"The Metro Nashville Officers have the strength and power of the Teamsters behind them, and we will use all our strength to fight on their behalf," said Sue Mauren, Secretary-Treasurer of Local 320 in Minneapolis and co-chairwoman of the TLEL. "We continue to organize more law enforcement professionals nationwide, and there is no limit to what we can achieve on behalf of those who work so hard to keep our communities safe."

Teamster "SWAT" Team

One of the keys to the officers' victory in Nashville was the help of other Teamster police officers and retired officers, who came from California, Washington state, Florida, Pennsylvania and other states. The Teamster officer-organizers, known as the Teamster "SWAT" team, met with Nashville officers at police precincts during shift changes, answering questions and providing information that only they could provide.

"The TLEL officers' efforts were crucial because cops want to hear from cops," said Mike Stapleton, President of Local 385 in Orlando, Florida, who is also co-chairman of the TLEL. "In future campaigns, we hope to expand our SWAT team efforts to spread the word that the Teamsters are the premier law enforcement union."

"Our campaign was successful because it was a grassroots campaign led by Nashville rank and file and supplemented by Teamster members from around the country," said Jesse Case, who coordinated the campaign on behalf of the Law Enforcement League. "Our strategy couldn't fail: listen to the issues of Metro officers and fight like hell on their behalf."

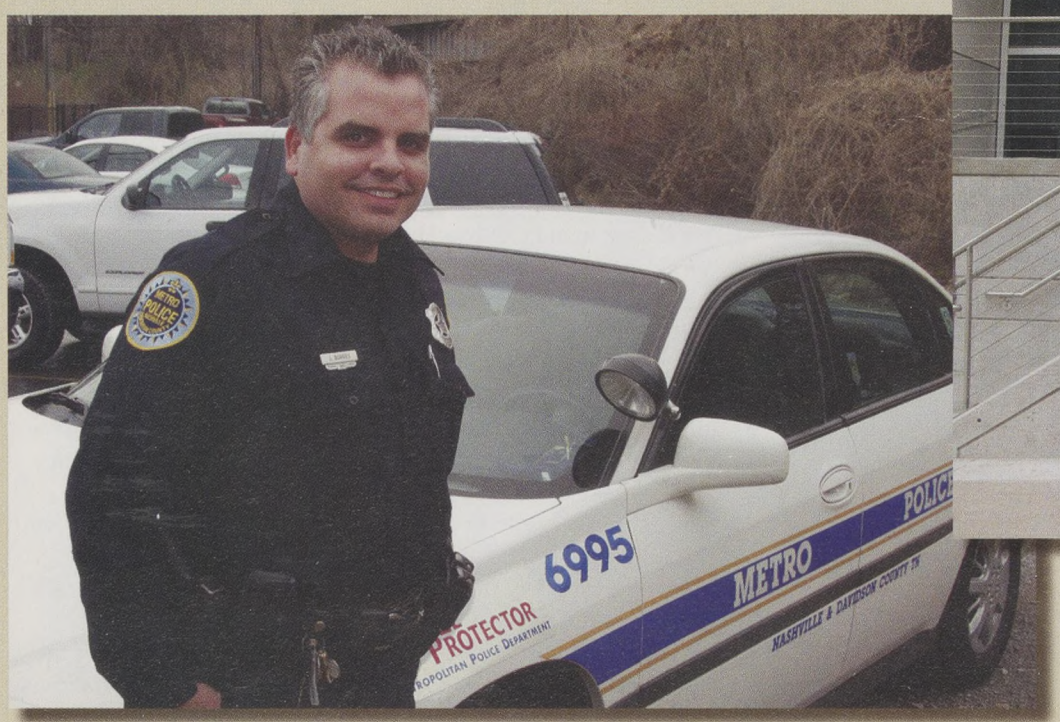
The TLEL represents more than 25,000 law enforcement professionals at more than 1,200 agencies nationwide. The Law Enforcement League is modeled after a statewide effort in Iowa known as the Iowa Teamsters Law Enforcement League. The league is part of the Teamsters Public Services Division, which has more than 190,000 members.

The opponents in the Nashville campaign tried to paint the Teamsters as "a bunch of truck drivers." However, the TLEL and the visiting Teamster officers soon dispelled the myth that driving is the only area where Teamsters exhibit expertise.

Taking Action

The Teamsters' actions also convinced Metro officers that the union means business in its dealings with the Metro government and with Metro Police Chief Ronal Serpas, who has been widely criticized by officers for his heavy-handed management and poor policy decisions.

For example, the TLEL filed a lawsuit on behalf of officers to get the Metro government to perform a pension audit. By





doing so, Metro officers said the Teamsters had already done more than the FOP has done for at least the past six years, when the last performance audit was carried out.

"I want a decent pension plan and the Teamsters, by filing this suit, show they have the determination to fight for us," Sgt. J.W. Smith of the K-9 unit said. "I've spent years putting my life on the line. When I leave here, I don't want to work another job to make ends meet."

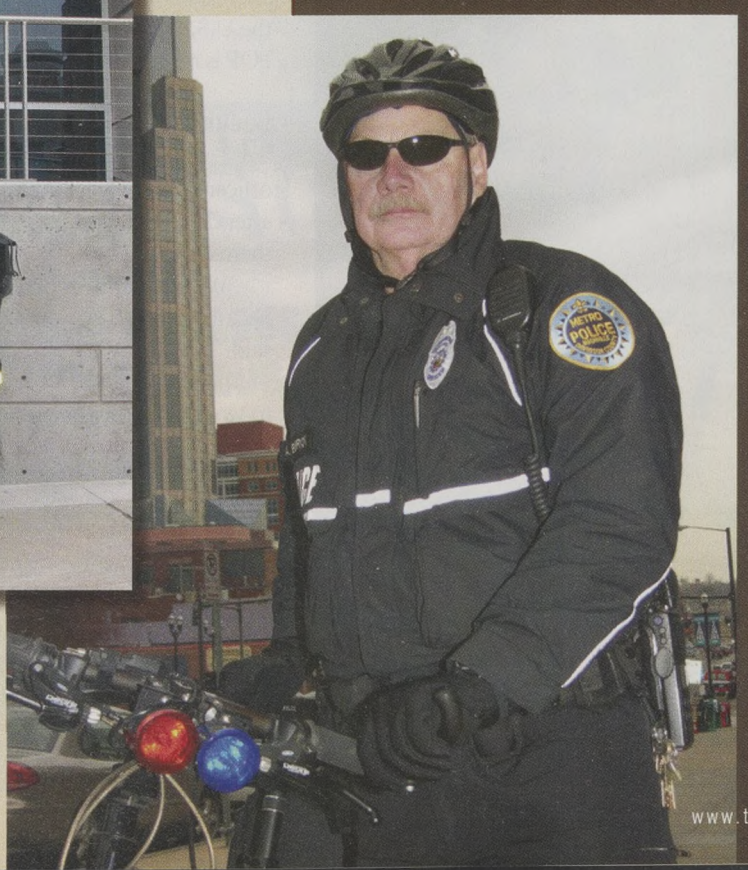
"We filed the pension lawsuit so that we can properly evaluate the officers' retirement security before going into negotiations," Neal said. "This information is critical for the future security of officers and their families."

Teamster Difference

Throughout the Nashville campaign, the TLEL stressed the "Teamster Difference" in dealing with officers' chief concerns. The major issues included:

- **Retirement security.** The Teamsters filed the lawsuit, which is pending, and the union has assembled a team of experts to evaluate the officers' retirement security to prepare for contract negotiations;

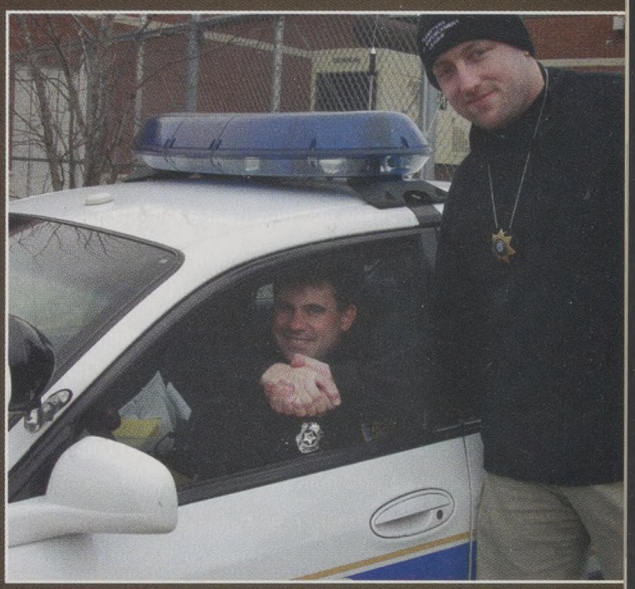




Police Stories

"SWAT Team" Plays Pivotal Role in Organizing

Teamster police officers from throughout the country, known as the "SWAT Team," played a major role in the Metro Nashville police officers electing the Teamsters as their bargaining representative.



The Teamsters Law Enforcement League represents thousands of police officers across the country, and dozens of the officers came to Nashville to help with the police organizing campaign.

Teamster officers had one-on-one talks with Metro officers about the benefits of joining the Teamsters, and handed out countless fliers at Metro police precincts.

Mutual Benefits

"The opportunity to help our brothers and sisters in Nashville is something that benefited all of us," said Jon Thomas, a Dallas County, Iowa deputy sheriff, who is a member of Local 238 in Cedar Rapids. "Working alongside fellow Teamster officers from all over the country strengthens the Law Enforcement League's efforts to organize and to bargain strong contracts. We have the opportunity to share information that will help all law enforcement Teamsters."

Shane Countryman, a member of Local 205 in White Oak, Pennsylvania and patrolman in nearby Glassport, said he shared stories about how the Teamsters have improved his job since he joined the union about five years ago.

"Our department used to be political, and you had to worry about getting in trouble for investigating someone with influence in the town," he said. "With the Teamsters, I can do my job without worrying about any repercussions. I don't worry about who I investigate. The Teamsters offer protections for us."

Countryman said pay has also improved, and officers have a better seniority system.

"We also now have binding arbitration for any issue, including grievances," he said. "The Teamsters have improved the lives of police officers in my department."

A Winning Season

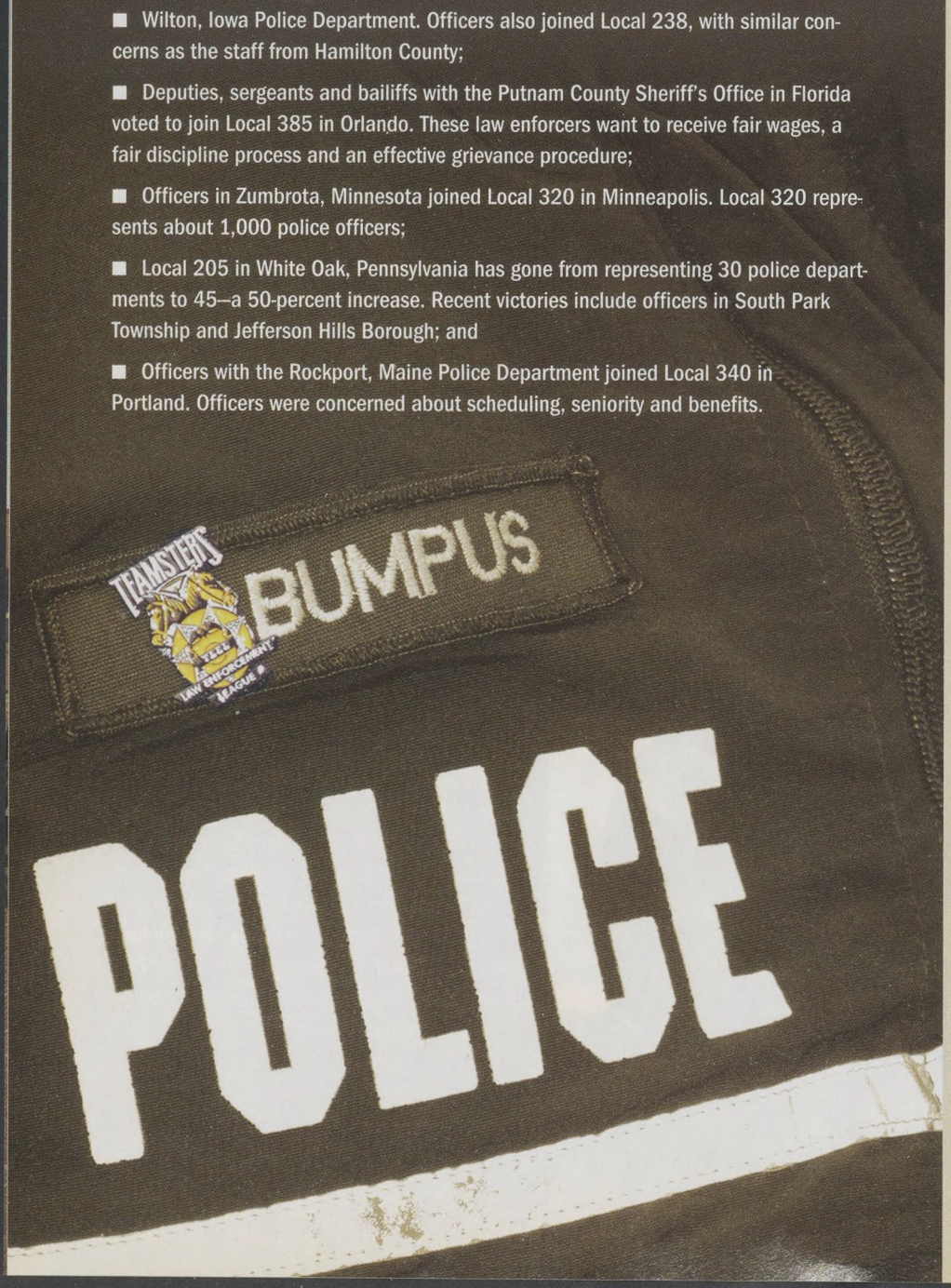
Success Continues for Teamsters Law Enforcement League

The local unions that comprise the Teamsters Law Enforcement League continue to win organizing campaigns.

While the Metro Nashville campaign involved a force of more than 1,200 officers, departments of all sizes are coming under the Teamster banner.

Recent victories include:

- Hamilton County Sheriff's Office in Iowa. Deputies, dispatchers and jailers joined Local 238 in Cedar Rapids. The law enforcers are concerned about rising health care costs, a fair salary, and they want a fair disciplinary procedure;
- Wilton, Iowa Police Department. Officers also joined Local 238, with similar concerns as the staff from Hamilton County;
- Deputies, sergeants and bailiffs with the Putnam County Sheriff's Office in Florida voted to join Local 385 in Orlando. These law enforcers want to receive fair wages, a fair discipline process and an effective grievance procedure;
- Officers in Zumbrota, Minnesota joined Local 320 in Minneapolis. Local 320 represents about 1,000 police officers;
- Local 205 in White Oak, Pennsylvania has gone from representing 30 police departments to 45—a 50-percent increase. Recent victories include officers in South Park Township and Jefferson Hills Borough; and
- Officers with the Rockport, Maine Police Department joined Local 340 in Portland. Officers were concerned about scheduling, seniority and benefits.



- **Due process/real representation.** The TLEL sets up a system of lawyers, elected shop stewards and representatives to draw the line on unfair treatment. Teamster police contracts include due process protections and procedures that are independent, confidential and can't be controlled by the chief. Teamster contracts include the protection of binding arbitration;
- **Discipline.** The Teamsters blasted Metro police's "disciplinary matrix," an unfair disciplinary system. The Teamsters will bargain over the issue because it's a working condition, which is negotiable under the Metro government's ordinance;
- **Legal defense fund.** The Teamsters' TeamLegal legal defense plan is an automatic, confidential and guaranteed legal protection plan. Teamster officers throughout the country have used the system and give it high marks;
- **Protecting officers.** The Teamsters also filed a lawsuit to protect officers returning from active duty military service. In addition, the union challenged Metro Chief Serpas' Mission One program, which required all officers to return to patrol duty once a month, often without receiving the proper training; and
- **Organizational status.** The Teamsters are registered as a "labor organization" with the U.S. Department of Labor, while the FOP is registered as a "fraternal society."

Seeking Protections

Sgt. Frances Scates, a bicycle officer, said officers who protect the community day after day are looking for some protections themselves, especially a secure retirement.

"We put our lives on the line every day because our job is unpredictable," Scates said. "I've spent 25 years putting my life on the line and when I leave here, I'll have to work another job to make ends meet. I know it's a choice I made, but it's not fair."

Melissa Johnson, a 21-year Metro veteran, said she knows hard work is ahead.

"We will need to work hard to negotiate a strong contract, but I am confident that we, as Teamsters, will get the job done. Being a Teamster is being part of a team of people who know how to work hard for justice in the workplace. I'm looking forward to the challenge."

Andre Johnson, a veteran of nearly 20

years, said officers are looking forward to a new era as Teamsters.

"The Teamsters will fight like mad dogs to get us a decent pension and fight this unfair disciplinary matrix the department has set up," he said. "They will also fight for a strong contract for Metro officers."

Watching Closely

Johnson said other law enforcement officers in Tennessee and elsewhere will be looking at joining the Teamsters.

"I've spoken to other officers in Tennessee and they've watched this election very closely. I think this victory is going to have a domino effect and will make all Teamster law enforcement members stronger."

Jim Upchurch, a Metro officer who loyally paid dues to the FOP for 29 years, said it's time for officers to get the strong representation they deserve with the Teamsters. Upchurch, a K-9 officer whose 161 apprehensions set a department record, retired a few weeks before the election. However, in a strong show of solidarity, he was one of about 300 Metro officers who joined Local 327 before the election.

"Although I'm retired, I plan on staying active with the Teamsters as a member after this campaign," Upchurch said. "This election was about improving officers' lives. To me, that's what the Teamsters are all about."



First-Person Account

Officers in Other Departments Proud to be Teamsters

Officers from around the country who are represented by the Teamsters say the union has delivered for them, and has made their jobs better.

The Teamsters represent law enforcement professionals at more than 1,200 agencies, including thousands of police officers. Here's what some have to say about Teamster representation:

"The Teamsters bargain for better pay and better pensions. The union also fights hard for improved working conditions and has done a great job addressing disciplinary issues. These are issues for police officers everywhere, and the Teamsters have a proven track record on these issues." – Officer Scott Frantz, 14-year veteran, Daytona Beach, Florida Police Department, Local 385.

"The Teamsters safeguard rights of our workforce against unfair practices imposed by administrators more interested in the bottom line than the health and welfare of those who serve." – Wesley Sebetka III, Deputy Sheriff, Tama County (Iowa) Sheriff's Office, Local 238.

"The Teamsters have supported our needs with strong retirement benefits. Now our pension is at comparable levels with other departments." – Kathy Irazzary, 15-year veteran, Sabattus (Maine) Police Department, Local 340.

"The Teamsters are an established labor union that has been representing the interests of workers for many years. The Teamsters also employ police officers as business agents to better represent the interests of police officers." – Lt. Timothy Hanna, 12-year veteran, McKeesport, Pennsylvania Police Department, Local 205.





A Sure Thing

Rio Hotel Workers Go Union

Jeffrey Bak, a valet parking attendant at the Rio Hotel in Las Vegas, said the rush that he and his coworkers got from joining the Teamsters rivaled that of any winning wager he had ever made.

In a double victory, two separate units containing approximately 235 workers at the Rio Hotel joined Local 995 under card-check neutrality agreements that were personally negotiated by General President Jim Hoffa.

"Forming a union is very important for us to reclaim our power as workers," Bak said. "When Harrah's purchased the property a few years ago, it drew away lots of responsibility from valet workers and disempowered us—but we are back in the game now."

The agreements cover two groups of staff; 84 front-end employees that include front-desk workers, room reservations and PBX workers (phone operators who receive incoming calls); and 150 back-end staff including valet, warehouse, goods receiving and laborers who do miscellaneous assignments.

"As Teamsters, these new members will be more secure in their jobs and they'll be happier," Hoffa said. "When workers are happy, they provide good customer service, so the customers are pleased. In turn, people are more likely to spend their time at the hotel. So everybody wins with these agreements—how many times do you see that in Las Vegas?"

Raising the Stakes

The Rio Hotel was the final Harrah's-owned property on the strip without Teamster representation. The workers join the approximately 2,500 casino and hotel workers represented by Local 995, including workers at Bally's, Paris, Caesars Palace, the Las Vegas Hilton, the Flamingo and Harrah's.

Hoffa met with union officials, partners in the Change to Win federation, and Harrah's management, to obtain the company's pledge to remain neutral.

"I got a call from General President Hoffa who said, 'It's a done deal. Let's get the cards and get it done,'" said Mike Magnani, Secretary-Treasurer of Local 995. "We were thrilled to have the opportunity to organize these new members who will increase the power of thousands of Teamsters who work up and down the strip."

In the Cards

The benefit of card-check agreements is that Teamster locals do not have to go through a National Labor Relations Board



(NLRB) election. Under a card-check agreement, a majority of workers expressing interest in forming a union by signing cards is in and of itself sufficient to form a union.

Neutrality means that supervisors and management pledge that they will not influence workers during the unionization drive. That way each worker has the opportunity to decide for theirself to become a union member.

"Hoffa's assistance was invaluable in reaching these card-check agreements," Magnani said. "Meeting with workers without management interference is the way organizing should be done."

By November, approximately 92 percent of back-end workers had signed cards expressing their desire to become Teamsters. A majority of front-end workers followed suit on December 30.

Reading the Signs

Bak, a valet parking attendant, said that workers realized the importance of forming a union after some coworkers were fired for unfair reasons.

"We also needed a voice, considering this is becoming an increasingly corporate-controlled town," Bak said. "If we were fired from the Rio, there are several Harrah's casinos on the strip that we couldn't work for—Rio, Paris, Harrah's, Caesars Palace and Ballys."

Bak's impression was that Teamsters he knew were more secure in their jobs and that they had lower turnover rates. Conversely, Bak said he and his coworkers often felt apprehensive when they went to work.

"Now that we're Teamsters, folks are happy," Bak said. "As a valet, I was an at-will employee and if I made a single mistake then I could lose my job."

The Right Choice

Others wanted to be part of the Harrah's network of union workers so that they could improve working conditions along the strip.

"The Teamsters I've met said they're happy to be unionized," said Steve Wehby, a nine-year receiver. "They said they wouldn't have it any other way and neither would we."

Rio workers Wehby, Bak and their coworkers were drafting proposals with Local 995 for wages, hours and working conditions as of press time.

The workers' chief concerns are job security, health care costs and the lack of a strong retirement plan. Contract negotiations are scheduled to begin in February.

"This is no gamble—it's the right choice for us," Wehby said.

Keeping The American Dream Afloat

Gap Widens Between Rich and Poor as Middle Class Erodes

At the opening of the 21st century, Americans have a big decision to make. What kind of society do we want to have?

Will we abandon the values of the 20th century that saw our country become the most free and prosperous nation in the history of the world? During the last century, unions created a middle class by fighting for working people and winning good, stable jobs that paid well and included benefits. This had never happened before. Anywhere. Ever.

Or will our nation regress to a society with a few who are super-rich and control everything—including our freedoms—while the rest of us barely scrape by?

More and more, it looks like our nation's leaders are losing sight of what made America great.

The Teamsters Union is not a passive observer of what is going on in our country. The labor movement has the power to put America back on course. Teamsters have an obligation to get involved and fight to keep the American Dream alive.

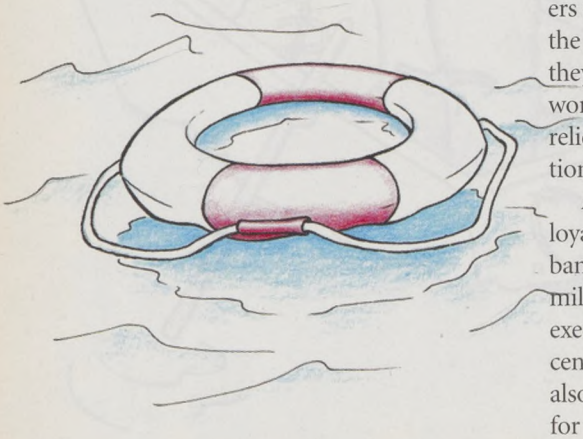
Reverse Robin Hood

In America today, we are experiencing a reverse Robin Hood phenomenon. Instead of taking from the rich and giving to the poor, a group of the very powerful takes from working families and keeps the loot for themselves.

Congress recently defeated a measure to raise the minimum wage to $6.25 per hour—and then approved a raise for themselves. This was the eighth pay raise for Congress since 1997—the last time the minimum wage was raised.


U.S. BIZ
C.E.O.

According to *Business Week*, the average CEO made **42 times** the average worker's pay in 1980. By 2000, the average CEO pay had skyrocketed to **531 times** what the average worker made.



When Hurricane Katrina hit New Orleans, the government did what it does best: it acted quickly to hand out no-bid contracts to its friends at Halliburton and Bechtel. Lobbyists left Washington with contracts in hand before bodies were even collected from the streets.

Prevailing wage laws for disaster relief work were repealed so contractors could pay workers "poverty wages." People who had lost their homes and their jobs desperately needed the work to try to get back on their feet, but instead, their tragedy was exploited for profits.

To add insult to injury, Congress cut $50 billion from Medicaid, food stamps and other anti-poverty programs using the excuse that they needed to pay for the Katrina relief efforts. Weeks later, Congress passed a massive $56 billion tax cut—75 percent of which will benefit people earning over $100,000, 40 percent going to millionaires.

Delphi

Corporate America is the direct beneficiary of the reverse Robin Hood phenomenon. Take Delphi, the world's second-largest auto parts manufacturer and the largest in the U.S. where it employs 32,000 union workers. After workers refused a 63 percent wage cut and increases in health care premiums, Delphi declared bankruptcy.

Delphi is using bankruptcy to tear up its union contracts and unilaterally impose its cuts. It wants to reduce wages from $26 per hour to $10 per hour; shift health care costs onto workers and retirees; close plants without the union's consent; outsource jobs so they are nonunion; lay off thousands of workers; and, if the corporation is sold, relieve the new owners of their obligation to recognize the existing unions.

And while they seek to punish their loyal workers, Delphi is asking the bankruptcy court to approve a $500 million bonus plan for many of its executives who could get up to 250 percent of their salaries in bonuses. Delphi also increased its severance packages for managers the day before it filed for bankruptcy.

Broken Promises

There are now 150 major corporations in some stage of bankruptcy reorganization, including four of the major airlines. Federal bankruptcy court has become the method of choice for dismantling union contracts and eliminating benefits. Promises made by employers can no longer be relied on.

In the late 1970s, a similar crisis was faced when Chrysler was on the verge of bankruptcy, but the government stepped in and provided Chrysler with $1.2 billion in loan guarantees.

"The argument was made that bankruptcy would be so disastrous for the 100,000 Chrysler employees, their families and communities. Bankruptcy was not an option," said Harley Shaiken, a professor at the University of California at Berkeley. "It shows how far we've come politically" that the government is not stepping in today to help support companies and save good jobs and livelihoods.

From the steel industry to Enron and WorldCom, from Continental to United, Northwest, US Airways and American Airlines, from Delphi and GM to from Merck and Pfizer, the same story keeps repeating itself.

"Chapter 11 was traditionally about sharing the pain," said Elizabeth Warren, a professor at Harvard Law School. "But now it is more a game of feast and famine" where workers starve and management grows fat on big salaries and severance packages.

The Allied Situation

Teamsters are having our own brush with the dangers of bankruptcy right now. Allied Holdings, the largest Teamster car- and truck-hauling company, filed for bankruptcy over the summer. It employs more than 5,000 Teamsters in the U.S. and Canada. Leading up to the filing, workers at Allied accepted wage freezes and permitted the company to buy back some of their vacation time. In exchange, Teamsters were promised that Allied would reinvest in the company and get back on track.

Instead, Allied's mismanagement continued and the company turned to

bankruptcy to bail itself out.

"After the company went public, it began buying up other companies. But Allied forgot to reinvest in the carhauling business that made it successful. Suddenly, it was lagging behind industry leaders and had a neglected fleet and equipment," said Ray Kozak, a member of Local 89 in Louisville, Kentucky.

Kozak has been a Teamster for 29 years, spending the last 15 or so driving a truck for Allied. He's seen the company replace the plant's managers with people who knew "nothing about how our plant operates." The new managers dismissed suggestions from the workers on how to run the plant more smoothly.

"The lack of vision and direction and their poor planning is costing me. We spend a lot of time waiting around because things aren't ready. Now I make fewer runs per day between the two plants, so I get paid less," Kozak said. "But management forgets that the more I make, the more the company makes."

Kozak and his coworkers didn't mind sacrificing for the company, he said. Many have worked for Allied for years. With things being what they are in the economy, they know the value of having a good job and how hard it can be to find another one.

A Recurring Theme

William Breedlove, a truck mechanic and lead man in Allied's Tennessee shop, has also seen the toll that management's poor decision making has had on his coworkers.

"If we didn't have a union, we'd be cut to the bone," Breedlove said. "The nonunion office employees are getting screwed. They've been forced to work unpaid days, deal with insurance cuts and aren't getting raises. Management treats the staff like they're a dime a dozen, but you can't get quality people that way.

"We took a signing bonus one year instead of a raise. We also took a wage freeze once. We went to a rotating workweek and sacrificed vacation time. And then the CEO got a bonus. It really makes you wonder: I gave up all of this and they're not giving up anything."

In what is becoming a recurring theme in bankruptcy stories throughout the U.S., Allied is planning to reward management's failures with $4.6 million in bonuses and $6 million in severance packages.

CEO Pay

According to *Business Week*, the average CEO made 42 times the average worker's pay in 1980. By 2000, the average CEO pay had skyrocketed to 531 times what the average worker made. And like the stagnant minimum wage, worker pay has also stagnated for more than 15 years.

The situation has become so ridiculous that the Securities and Exchange Commission recently overhauled its rules on how companies report executive compensation. The changes, however, fall far short of some corporate democracy proposals brought forth by the Teamsters and other shareholder advocates.

Unfortunately for workers, even healthy corporations are now breaking their promises. IBM started 2006 by announcing that it would begin freezing pension benefits for its 117,000 employees in 2008. IBM is a financially healthy company with the third-largest corporate pension plan in America.

"Nobody wants to be the first one to do something like this," said Jack VanDerhei of the Employee Benefit Research Institute. "Once the first one does it, it makes it easier to be the second or third."

Disney's Dirty Secret

And then there's the Walt Disney Company, a company known for exploiting workers across the globe—except for its executives. CEO Michael Eisner hired Michael Ovitz to be his number two at the company. After only 15 months, Eisner fired Ovitz and gave him a $140 million severance package.

In fact, Disney is trying to shift more costs onto workers. In 2004, it haggled with its unions for eight months, with wages, health care and pensions topping the issues.

Andrew Carroll, a shop steward at Disney World for Teamsters Local 385 in Orlando, was a new employee at the time. "The last contract negotiations were hard. Disney wanted to increase our benefit costs and there was a big uproar. We voted down the contract three times before we finally came to an agreement."

Future at Stake

In the 20th century, the auto industry propelled the American economy and helped create the middle class. It employed the most workers, produced the most, made the most profits and paid its workers enough to transform an entire nation. Henry Ford, never a friend of unions and workers, understood he needed to pay his workers enough so they could buy his cars.

Since 2001, however, the Big Three automakers have eliminated or announced plans to eliminate almost 140,000 jobs, including cuts announced recently by Ford and Chrysler.

We have moved from a nation where General Motors is our largest employer to one where Wal-Mart is. From a company that helped create the middle class to one that uses Medicaid as an employee health plan. Throughout American history, each generation has done better than the one before it. That is no longer true. While wages for workers have stagnated since the 1970s, CEO pay is skyrocketing.

This is an unsustainable course for America.

Fortunately, as Teamsters, we are protected by our union contracts from many of these problems. But, as we've seen, union workers are not immune. That is why we need to take action. The American Dream cannot be allowed to sink like the Titanic. America needs to return to the things that made it great and made it a symbol for people all over the globe. To do so, we need a government and corporate leaders who see the wisdom in supporting workers. We need national health insurance and real relief for pension funds. We need tax reform that will take the burden off of working Americans and make the rich pay their fair share.

The future of America is at stake. What kind of country do you want?



The Real Thing

Warehouse Employees Choose Teamsters for Stronger Future

Following a 14-month struggle, 155 warehouse workers in Michigan who had no voice or representation under the Machinist's Union gained a stronger future by voting to join the Teamsters.

The workers at Exel voted by a 4-1 margin to join the Local 299 in Detroit.

"Thanks to the leadership of General President Jim Hoffa, Organizing Director Jeff Farmer and all the staff who worked so hard on this campaign, these workers now have a brighter future," said Kevin Moore, President of Local 299. "This was a terrific team effort. Teamsters have once again shown that we have the experience, strength and resources to win campaigns like this."

More than a year ago, the workers approached the Teamsters, looking for strong union representation. The Machinist's Union (IAM) had purported to represent the workers, but the reality was far different.

Exel warehouses and distributes auto parts in Detroit for DaimlerChrysler. In addition to not having a vote on the terms of their contract, the workers got no representation from the IAM. To break up this illegal arrangement, Local 299 filed numerous NLRB unfair labor practice charges against Exel and the IAM. After months of investigating, the NLRB found merit to Local 299's charges.

IAM Removed

"The workers had no say in their contract, and the agreement was in place before the workers were hired," Moore said. "The workers had no voice at all."

The NLRB also ordered the IAM to refund nine months of back dues and initiation fees to each worker—which totaled about $900 per worker. The NLRB ruled that the IAM was no longer the representative and ordered the IAM removed as the workers' bargaining agent.

Workers said the long struggle was worth it.

"It has been a 14-month struggle both personally and as an employee of Exel," said employee Liz Wright. "I am very happy that we have a voice and real representation as we should have all along. This struggle was worth the end result."

Workers United

"Keeping everyone together these past 14 months was difficult, but worth it," said Shawn Brown, a warehouseman at Exel. "When it was all said and done, we were united in our support for the Teamsters."

The NLRB also barred Exel from further assisting the IAM or giving them access to employees on the company's property. Finally, a union representation election was allowed to proceed and the vote was 105-26 in favor of the Teamsters.

"We will work hard to negotiate a contract that enhances the workers' wages, benefits and working conditions," Moore said.

LOCAL 612

Tyson Foods

Workers in the live-haul operations at Tyson Foods in Heflin, Alabama voted 17-7 to join Local 612. The local already has two contracts with the company.

The 27 workers listed wages and seniority as their main issues. The unit includes live-haul drivers, who deliver chickens from farms to the processing plant; yard hands, who are spare drivers; and loader operators, who work at the farms to catch the chickens. The work in the unit is coordinated through dispatchers, who arrange pick-ups and dispatch drivers.

"These workers kept the unit together after the company forced them to sit through captive-audience meetings and continued intimidation," said George Yarbrough, an organizer for Local 612 in Birmingham, Alabama. "The company tried all sorts of ways to delay the election, but workers stood strong and won."

LOCAL 671

Laidlaw

School bus drivers with Laidlaw Education Services, who serve children in Tolland, Connecticut voted to join Local 671. There are 34 drivers in the bargaining unit.

"The drivers were tired of the favoritism when they tried to get charter (extra) work," said Tony Lepore, an organizer with Bloomfield, Connecticut-based Local 671. "The drivers are also seeking fair wages."

The Teamsters Organizing Department is urging other local unions interested in organizing school bus drivers to learn more about a campaign that is in the beginning stages. The campaign is focusing on card-check/neutrality versus traditional National Labor Relations Board (NLRB) campaigns.

This strategic approach should help the union provide more school bus drivers with a strong voice at companies such as First Student, Durham and Laidlaw.

LOCAL 5

Sears

By a nearly 3-1 margin, workers who deliver Sears appliances voted to join Local 5 in Baton Rouge, Louisiana.

The workers at Nola Delivery Services in Baton Rouge voted 11-4 to have a strong voice as Teamsters. There are 17 drivers, driver helpers and a floater in the bargaining unit.

After Hurricane Katrina struck, drivers with Nola's office in New Orleans were sent to Baton Rouge to work alongside the workers based there. The workers in New Orleans were already Teamsters and had a contract.

"The Baton Rouge workers compared their checks with the New Orleans-based drivers," said Keith Partin, Local 5 Secretary-Treasurer. "They do the same work, and it's the same owner, but they are paid less than their colleagues."

The Baton Rouge workers then approached Local 5 for representation.

"We'll begin negotiations as soon as possible and we're going to fight to get these workers decent pay," said Reggie Ducote, a Local 5 business agent.

LOCAL 463

Salud Medical Transport

The employees at Salud Medical Transport in Philadelphia voted overwhelmingly to join Local 463 in Fort Washington, Pennsylvania. Only one of the 12 emergency medical technicians (EMTs) eligible to vote at Salud voted against union representation.

Local 463 already represents 45 EMTs and paramedics at Keystone Quality Transport, where a first contract was settled a year ago. The local also recently filed an NLRB petition for 25 para-transit drivers at Keystone.

"They are shipping manufacturing jobs to China, but they can't ship these jobs overseas," said Bob Ryder, Local 463's Secretary-Treasurer.

"These workers care for the sick in our community," said Jim Gallagher, an organizer on the campaigns. "They treat their patients with dignity and respect. They deserve the same from the employers. They should be treated like the professionals they are."

Negotiations for a first contract at Salud will begin shortly.

LOCAL 117

Praxair Distribution

Workers at Praxair Distribution in Tacoma, Washington voted 17-1 to join Local 117 in Seattle.

The 19 workers in the unit—cylinder handlers, processors and maintenance—have wanted Teamster representation for some time.

"The Praxair workers in this bargaining unit are a strong bunch. They really stuck together," said Kathryn Akeah, an organizer for Local 117. "The group knew each other pretty well before this campaign but this has brought them even closer together."

BMWED

South Kansas-Oklahoma Railroad

By a strong majority, maintenance of way workers at South Kansas-Oklahoma Railroad voted to be represented by the Brotherhood of Maintenance of Way Employes Division of the Teamsters Union (BMWED). The results, tabulated at the National Mediation Board, were made public on February 3, 2006.

"We have a terrific group of new members at this short line railroad," said Tim McCall, Director of Organizing for the BMWED. "They were enthusiastic when they first contacted us about obtaining union representation and they have kept it up ever since. I commend these men for staying focused to win this election and the right to bargain for better wages, benefits and stability in the workplace."

South Kansas-Oklahoma railroad is a freight railroad that operates in southeastern Kansas and northeastern Oklahoma. These maintenance of way workers build, repair and maintain approximately 244 miles of track, and also make repairs to bridges and buildings for the railroad.

"We are certainly very pleased to welcome these new members and look forward to a productive relationship with management," said Fred Simpson, BMWED President.





SISTER TEAMSTER

From its earliest days, the Teamsters Union has blazed trails in nearly every social movement. Teamster women are no exception. They have pushed for improved workplace standards, pursued nontraditional jobs in every field and have made America a better place to work.

"Women in our union have faced many obstacles in the workplace but they always come out winners," said Leticia Acosta, Secretary-Treasurer of Local 657 in Houston. "If you want to make it, you can—the legacy is there in our union."

The number of women in the workforce is expected to increase dramatically in the next few decades, creating an even greater need for strong leadership-minded women in labor unions. In March, the Teamsters Union is celebrating Women's History Month and encourages members to do the same.

Making a Difference

Women have been active in the labor movement from the very beginning, leading the way for passage of critical labor legislation over the years. Women were critical to the success of the Teamsters and the labor movement in general.

"Without women, the labor movement would be at a standstill," said Jim Hoffa, Teamsters General President. "Every day, Teamster women make a difference in their workplace, their union and their country. The unions that effectively speak to working women and issues of fairness and equality will be the unions that grow today and in the future."

Dan Tobin—elected General President of the Teamsters in 1907—recognized the value of organizing women as a way to strengthen the union's voice and increase membership. He set out to bring union protections to working women across the country. His plan quickly stalled because, while most men understood the plight of working women, they thought it folly to give full membership to a group that could not even vote.

Undaunted, Tobin and other like-minded Teamsters found other ways to aid working women. Representatives of the union helped women workers, referred to as "auxiliary members," organize, plan strikes and win fair contracts in the workplace.

In 1916 the Teamsters were the impetus behind a landmark contract for women laundry workers in Chicago. The union helped the workers successfully organize and create their first all-women negotiating committee. The committee won a strong contract, including a non-negotiable provision demanding equal pay for white and black workers. Following this success, the door was opened to organize more "auxiliary members" in the laundry, food and other related industries.

Holding the Country Together

By 1917, women were being trained in the motorcar and motor truck industries as men prepared to join the war overseas. They stepped into many other jobs previously held by men and were also trained to keep local unions going during the







Union Recognizes March as Women's History Month

war. Women truck drivers were needed to transport medicine and supplies to hospitals and rural areas.

As a tribute to the tremendous efforts of women and minorities in the war, the Teamsters pushed for wage equality, adopting "equal pay for all" as their union slogan in 1919. Women had not gained full membership but were recognized as a vital part of the union by all members.

"Women were not just functionaries during the crisis period," said Sue Mauren, Secretary-Treasurer of Local 320 in Minneapolis. "They were good at their jobs and helped hold the country together. They deserved recognition and equal treatment."

In 1934, Teamster men and women in Minneapolis took a stand against poor treatment from companies and city officials. They called a general strike, which became the epicenter of clashes between labor and management forces throughout the nation. Women were key players in this long, bloody strike that led directly to labor reform acts and the establishment of the National Labor Relations Board. They set up an infirmary, soup kitchen and other services which ran 24 hours-a-day. Women also raised funds to support workers and even created a newspaper to keep strikers up-to-date.

"The Teamsters in that strike loved the union and were very committed to improving life for working people. Once women were involved in the cause, nothing could make them back down," said Tom Keegel, Teamsters General Secretary-Treasurer.

Rosie the Riveter

The bombing of Pearl Harbor brought millions of new women into the workforce, tackling jobs in war production, transportation and other essential industries, many with workers represented by the Teamsters. Recognizing the country's dependence on their efforts gave Teamster women the leverage they needed to demand and win full union membership in 1943.

After the war, women stayed active in organizing and also turned their attention to politics, taking an active role in the union's new political action program, Democrat Republican Independent Voter Education (DRIVE). They became very adept at bringing attention to important labor issues.

"Organizing and DRIVE activities opened new doors for women of all backgrounds," said Ferline Buie, President of Local 922 and Joint Council 55 in Washington, D.C. "Black women took leading roles in organizing campaigns and political action events that nonunion black women could only dream about. The experience gained by these women helped put the Teamsters at the forefront of the civil rights movement."

Today, there is still more that needs to be done. Women working full time are currently paid, on average, only 87 percent of men's hourly pay.

"There are many barriers women must overcome: prejudices, stereotypes and the lack of opportunities," said Cheryl Johnson, Director of the Teamsters Human Rights Commission. "But our influence is growing and the success of our union depends on us reaching our full potential."

ABUSEMENT PARK >>>

New Hampshire Parking Workers Stand Strong, Join Local 633





When Opal Hendricks first started working at Central Parking Corporation (CPC), she could not believe what she saw.

"It was like being transferred to the 18th century," she said. "The employer and employees had a predator/prey relationship. I would walk into the office and hear people being degraded, called 'idiot, stupid, fat.' Management would use the 'f word' with them.

"To top it off, you had to use your own vehicle, your gas, your lunch time, to do inventory of the cars in the lots. It was the dead of winter. People were driving their cars into the ground. The company would pay me $50 a month when the gas alone cost me $60 a week," Hendricks said.

One night when Opal was working the night shift at her cashier's booth, a coworker came up to her with tears in their eyes. The worker had just been screamed at by a supervisor. "I said to them, 'We need a union. It is time for us to start a union.'"



Snowball Effect

The seed planted that night quickly grew into a full-blown organizing campaign when workers called Local 633 in Manchester, New Hampshire.

On December 9, despite a raging snow storm, the workers at Central Parking made their way to the polling place and voted 76-16 to join Local 633. There are 146 workers in the bargaining unit.

"Even in a nor'easter blizzard, people still showed up. They were committed to this," said Sonia Brodeur, a cashier and organizing committee member. "Snow was not an obstacle. We weren't going to let it be an obstacle."

"These workers showed how much they want to have a strong voice by turning out during a blizzard," said Jim Hoffa, Teamsters General President. "As Teamsters, they will be sure to receive the dignity and respect that they deserve."

Pulling Together

"This campaign was a success because it involved such a high level of participation," said Dave Laughton, Local 633 Secretary-Treasurer. "From Joint Council 10 to the local union and the organizing committee, we all took a central role in the coordinating of house calls and member-to-member interaction in the streets. This was all pulled together using the backdrop of the Hoffa administration's organizing plan."

"As organizers, we know we can stand outside the gates and scream all day long—but if we can't get the people inside to organize themselves, we're wasting our breath," said Rick Laughton, Local 633 organizer.



Laughton pointed out that not every campaign runs according to plan, but this one did. The 16-person organizing committee included people from every shift and classification: cashiers, shuttle bus drivers, mechanics and maintenance workers. The workers wrote their own petition to management and marched in on the boss to present it.

"We wanted to hear management's side of the story, we wanted to see who was being more truthful with us," said Sara Fox, receptionist and organizing committee member. "They had been promising us raises for years and we've seen little or no money ever. We asked them, 'Is that a promise you're going to keep?'"



UPS Support

The CPC workers also discovered that they were not alone. Approximately 175 Teamsters work at the UPS gateway at Manchester Airport, as well as 25 airport maintenance workers, all members of Local 633.

"We deal with UPS all the time but we'd never thought about it. But as soon as they discovered we were trying to do this, they really stepped up to the plate," Brodeur said.

One hundred percent of the UPS airport members signed a petition in support of the parking workers, as did the maintenance workers. Some UPS members even did house calls alongside members of the organizing committee.

"I was raised Mormon so I grew up knocking on people's doors, I'm very comfortable with it," said Scott Gove, a UPS steward in Manchester. "I do house calls because I see what the Teamsters have done for me and my family and I want that for other people. I see them struggle, people who are working but they're not getting ahead."

Changing to Grow

In the past three years, Local 633 has gone from having one part-time organizer to three full-time organizers. By combining the resources of Joint Council 10 in Boston and the local, Dave Laughton—who is also Secretary-Treasurer of Joint Council 10—has built an organizing program that brought in 1,000 new members last year.

"We're taking a page out of the Teamster's book with this organizing model," Laughton said. "The leaders of the locals have set politics aside to work together for common goals. Elections take care of that whole process—once you're in office you have an obligation to do what's best for members, organized and unorganized."

"I was inspired to organize because of what my union did for me," said Roger Travers, a 23-year bakery driver who is now an organizer with Joint Council 10. After so many years kneeling to stock bread, Travers had to have both his kneecaps replaced. Once he recovered, the

>>> Lot Of Improvement

California Parking Workers Win Card Check, First Contract

Parking workers in Long Beach, California were also hungry for a voice on the job. Tired of low wages, high health-insurance premiums and rampant favoritism, Eden Correa and her 54 fellow cashiers, parking attendants and traffic directors joined Local 911 in Long Beach, California in late 2005.

The support for forming a union was unanimous. As a result, the victory was through card check, avoiding a formal election.

"I told the company, we can do this the easy way or we can do it the hard way," said Jose Monjaras, a Local 911 organizer. "If they had refused to recognize us, I'd go through the city council or the airport authority and start building pressure from there. They don't like it because it makes them look bad."

Unanimous Vote

Correa and her coworkers at Long Beach Airport, most of whom are Latino immigrant workers, negotiated a contract to increase wages, improve benefits and put an end to the favoritism that exists. Winning an across-the-board wage increase, paid holidays, and increased vacation, they unanimously ratified the contract on December 22.

"I tell the other workers, 'Don't be afraid to speak up, to ask questions.' The union has taught us that we have rights," said Martha Moncada, a cashier and member of the negotiating committee.

Local 911, which represents 2,500 parking attendants in the Los Angeles area, is now focused on organizing 1,000 attendants at LAX Airport.

company fired him, saying his injury was not work related. Local 633 won him his job back doing less strenuous work.

Political Clout

Local 633 also marshaled its substantial political and community connections to support the CPC workers. The mayor of Manchester came out in support of the workers and eight of the 12 aldermen on the Manchester City Council signed a letter of support.

"When we learned the mayor was on our side, people starting talking about the union out loud at the airport," Hendricks said.

When management "estimated" the paychecks of employees so they could process them before the Thanksgiving holiday, the company and the organizing committee received a visit from New Hampshire labor commissioner George Capatis.

"We gave him the rundown, that if you worked on a Sunday, you could lose a whole day's pay," Brodeur said. "He told us what our rights were and he warned management."

"I have two kids and a $1,600 a month mortgage, so I need every penny," said cashier Dominique Dube.

Strong Relationships

After the parking workers won their election, the newly-elected Democratic Governor of New Hampshire, John Lynch, came to a monthly meeting at Local 633 to congratulate them.



"We were the first union to support Governor Lynch," Laughton said. "We're very politically involved. You have to the let the people, the community know who and what you are."

Local 633 has also built a strong relationship with the local airport authority. "Because of September 11, the caliber of employees is critical to the Homeland Security Department. They don't want turnover—they want a stabilized workforce they can depend upon. For that reason we have a good working relationship," Laughton said.

Despite strong union and community support, the workers at CPC still had to undergo anti-union captive audience meetings with their employer. Cashier John Card was not convinced.

"The company brought in this lawyer from Atlanta. He said, 'You're all getting raises in January—unless you vote for the union.' So I stood up and said, 'Isn't that a threat? If we vote for the union we don't get a raise?' He said, 'No, it's a fact.' But he was threatening us and that doesn't cut it," Card said.

Getting Respect

The local also parked an enormous Teamsters tractor-trailer right outside the window of the hotel where the meetings were being held, disrupting management's attempts to break workers' resolve.

Since winning their election in December, workers elected a negotiating committee that has met several times with company lawyers. Besides improving wages and benefits, workers are also concerned about safety, and above all, respect.

"Right now we don't get the respect we need. Once we have a contract, the boss will have to listen to us. We do the work, we know how to do our jobs," said Nancy Quinn, a seven-year cashier at Central Parking.

"We need seniority and established work rules," said David Copeland, a shuttle bus driver and former Teamster truck driver. "This job has been described by management as a 'non-career job.' I don't think that's right. What if people want to make it a career? They should have the best of what's available to them, the best they can negotiate."

>>> National Park

Teamsters National Parking Council Focuses on Growth

In 1999, the National Parking Council was created by Teamsters General President Jim Hoffa so that parking locals could support each other in organizing, negotiations and potential labor disputes. As a few national companies began to dominate a trade that had previously been a mom-and-pop industry, Hoffa felt it was crucial for local unions to band together on a national scale and share information if they were to continue being an effective counterweight to corporate power in the industry. He also saw major opportunities for growth.

"Parking workers, whether they are cashiers, parking attendants, hikers, porters or shuttle bus drivers, often face low wages, little or no benefits, and numerous on-the-job safety hazards," Hoffa said. "Becoming Teamsters can be a life-changing experience for them."

The council is currently coordinating with locals across the country to support a major organizing drive in Southern California. Locals in Chicago, Philadelphia, New York and San Francisco plan to pressure the company in their jurisdictions to accept a card-check agreement with the California attendants.

"The cooperation between locals is just fantastic," said Ernie Yates, National Parking Council Chairman and Secretary-Treasurer of Local 665 in Daly City, California. "Whatever area you go into, the Teamsters have the best contracts in that area. The locals help each other; everybody's helping the other guy."

REPORT 92 TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board
Benjamin R. Civiletti
Joseph E. diGenova
William H. Webster

DATED: February 2, 2006

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Ninety-second Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have currently come before us, including two new reports and the status of pending charges about which we have previously informed you.

II. NEW INVESTIGATIVE REPORTS

A. EDMUND BURKE - LOCAL 631, LAS VEGAS, NEVADA

On January 19, 2006, the IRB issued an Investigative Report to General President Hoffa concerning Local 631 Secretary-Treasurer Edmund Burke. The Report recommended that Mr. Burke be charged with bringing reproach upon the IBT and violating his fiduciary duty by failing to investigate or to act in response to Local 631 business agent Frank Incandella's repeated admissions that he had contact with Dane Passo in violation of the Consent Order after Passo was permanently barred from the IBT. On January 24, 2006, Mr. Hoffa notified the IRB that he would adopt and file the proposed charges and that a panel would be appointed to hear the charges.

B. JERRY VINCENT - LOCAL 783, LOUISVILLE, KENTUCKY

On December 28, 2005, the IRB issued an Investigative Report to General President Hoffa concerning Local 783 Secretary-Treasurer Jerry Vincent. The Report recommended that Mr. Vincent be charged with bringing reproach upon the IBT and violating his membership oath when he, subsequent to Michael C. Bane's permanent bar from the IBT on July 17, 2001, and William T. Hogan, Jr.'s permanent bar from the IBT on May 29, 2002, had knowing and purposeful contact with Mr. Bane and Mr. Hogan. On January 27, 2006, Mr. Hoffa notified the IRB that he filed the charges against Mr. Vincent, appointed a hearing panel, and scheduled a hearing for February 24, 2006.

III. STATUS OF PREVIOUS IRB CHARGES

A. JOHN KIKES - LOCAL 78, HAYWARD, CALIFORNIA

We have previously informed you that John Kikes, International Representative and Local 78 President, allegedly brought reproach upon the IBT when, subsequent to William T. Hogan, Jr.'s permanent bar from the IBT, he had knowing and purposeful contact with him. General President Hoffa filed the charges against Mr. Kikes and appointed a hearing panel. A hearing was held September 15 and 16, 2005.

By decision of October 20, 2005, Mr. Hoffa accepted the recommendation of the hearing panel and permanently barred Mr. Kikes from holding membership in, contracting with, consulting with and/or seeking or holding office, position or employment, directly or indirectly, with the IBT or any other IBT-affiliated entity or Fund; permanently barred him from seeking or accepting money or other compensation from the IBT or any other IBT-affiliated entity or Fund; permanently barred him from participating in the affairs of the IBT or any other IBT-affiliated entity or Funds or any of its sponsored benefit plans; and permanently barred Mr. Kikes from contact and association with officers, members, employees, representatives and agents of the IBT or any other IBT-affiliated entity or Fund.

Counsel to Mr. Kikes notified the IRB that Mr. Kikes wished to appeal the IBT decision. Upon review of the appeal documents from counsel and the Chief Investigator, the IRB notified General President Hoffa and counsel to Mr. Kikes that it found the IBT decision to be not inadequate.

B. SERGIO SALCEDO - LOCAL 714, BERWYN, ILLINOIS

We have previously informed you that Local 714 member Sergio Salcedo allegedly brought reproach upon the IBT by failing to appear for his scheduled in-person sworn examination. The charge was filed, a hearing was held and the Local 714 Executive Board found Mr. Salcedo guilty as charged. On October 27, 2005, the Executive Board suspended him from the Local for one year. After the IRB questioned the adequacy of the penalty, the Executive Board revised its decision and permanently barred Mr. Salcedo from the IBT and all IBT Entities, including a bar from receiving any employment or other benefits from the IBT and all IBT Entities. On January 18, 2006, the IRB notified the Local 714 Executive Board that its decision was not inadequate.

C. JOSEPH L. BERNSTEIN - LOCAL 781, DES PLAINES, ILLINOIS

We have previously informed you that the IRB sent its opinion and decision to Judge Preska in which the IRB found Mr. Bernstein guilty of bringing reproach upon the IBT and

violating his membership oath when, subsequent to William T. Hogan, Jr.'s permanent bar from the IBT, he had knowing and purposeful contact with him and that the IRB permanently barred Mr. Bernstein from the IBT. On December 16, 2005, Judge Preska affirmed the IRB decision. The Court Order is printed in this issue of the magazine.

D. ROBERT D'ANGELO - LOCAL 813, LONG ISLAND CITY, NEW YORK

We have previously informed you that the IRB issued an Investigative Report to General President Hoffa who adopted and filed the charges against Local 813 member Robert D'Angelo for knowingly associating with members of organized crime. He then referred the charges back to the IRB for a hearing. The IRB hearing scheduled for January 13, 2006, was adjourned, pursuant to requests by new counsel to Mr. D'Angelo, to March 21, 2006.

IV. TOLL-FREE HOTLINE

We apologize to all the callers for the inconvenience caused by the temporary hotline equipment failure in mid-January. Since our last report to you, the hotline has received approximately 65 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed by IRB staff only. It is not manned by an investigator; however, the recorded information if complete and within IRB jurisdiction is forwarded directly to the Investigations Office.

Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

V. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities. If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above, you may use the IRB facsimile number 202-434-8084, or you may write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001

UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF NEW YORK
ORDER
88 CIV. 4486 (LAP)

UNITED STATES OF AMERICA,
Plaintiff,
-against-
INTERNATIONAL BROTHERHOOD OF TEAMSTERS, ET AL.,
Defendants.

APPLICATION NO. 119
RE: JOSEPH L. BERNSTEIN

LORETTA A. PRESKA, UNITED STATES DISTRICT JUDGE:

WHEREAS on October 14, 2004, the Independent Review Board ("IRB") issued an Investigative Report (the "IRB Report") and forwarded it to the General Executive Board of the International Brotherhood of Teamsters ("IBT"), recommending charges against Local 781 President and Joint Council 25 Vice President Joseph L. Bernstein ("Bernstein") for bringing reproach upon the IBT by knowingly associating with a Chicago Teamster official who had been permanently barred by the IRB in 2002 for breaches of fiduciary duty in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1) and (2) of the IBT Constitution and Paragraph E(10) of the March 14, 1989 Consent Order in *United States v. International Brotherhood of Teamsters*, 88 Civ. 4486 (S.D.N.Y. 1989); and

WHEREAS on January 6, 2005, a hearing was held by the appointed Panel; and

WHEREAS the Panel concluded that a preponderance of reliable evidence proved the charges that Bernstein knowingly associated with William T. Hogan, Jr., a barred individual under the Consent Decree, and recommended principally that Bernstein be barred from the IBT and from associating with IBT members as to IBT business (but not that he be barred from association with IBT members not relating to IBT business); and

WHEREAS on January 13, 2005, James P. Hoffa, IBT General President, advised the IRB that he had adopted the Panel's findings and conclusions against Bernstein as his own; and

WHEREAS on March 8, 2005, the IRB found the sanction imposed on Bernstein inadequate pursuant to paragraph G(f) of the 1989 Consent Order and paragraph I(7) of the Rules and Procedures for Operation of the IRB because Bernstein was prohibited from participating with the Union and IBT but not barred from contact and association with IBT officers, members, employees, representatives, and agents with matters that did not involve union business; and

WHEREAS on March 18, 2005, General President Hoffa reaffirmed his original decision; and

WHEREAS on March 28, 2005, the IRB found his decision and action on the charge against Bernstein inadequate for the same reasons stated in its March 8, 2005, determination. The matter was set for a hearing *de novo* before the IRB on April 13, 2005, and, at Bernstein's request, postponed to June 6, 2005; and

WHEREAS on May 17, 2005, counsel for Bernstein explained that Bernstein would not contest liability but only sanctions, and the IRB permitted argument by papers rather than by a hearing; and

WHEREAS it is undisputed that Bernstein knowingly associated with Hogan who had been permanently barred from the IBT, which clearly violates paragraph E(10) of the 1989 Consent Order, and no exemption justifies altering the purpose and objective of permanent bars that include prohibiting such social associations; and

WHEREAS on October 11, 2005, the IRB issued its Opinion and Decision permanently barring Bernstein from the IBT and from any contact with IBT members; and

WHEREAS by Application No. 119 dated October 11, 2005, the IRB requested that its Opinion and Decision be affirmed; and

WHEREAS by letter dated November 1, 2005, this Court offered Bernstein the opportunity to submit written objections to Application No. 119 within ten days; and

WHEREAS Bernstein failed to submit objections to Application No. 119; and

WHEREAS having reviewed the IRB's October 11, 2005, Opinion and Decision and all accompanying exhibits, this Court finds that the charge against Bernstein is uncontested and, thus, has been proven by a preponderance of the evidence; and

WHEREAS having reviewed the sanction imposed by the IRB, this Court finds that the sanction is proportionate to the severity of the misconduct of which Bernstein was guilty; and

WHEREAS accordingly, this Court finds that Application No. 119 of the IRB should be granted;

It is hereby ORDERED that Application No. 119 of the IRB regarding the charges and sanctions imposed against Joseph L. Bernstein is granted and the IRB's decision is entered as an order of the Court.

SO ORDERED.
DATED: December 16, 2005
New York, New York

Loretta A. Preska

U.S.D.J.

Official Convention Call

TO THE OFFICERS AND MEMBERS OF AFFILIATED LOCAL UNIONS, JOINT COUNCILS, STATE CONFERENCES, BMWED SYSTEM FEDERATIONS, BLET GENERAL COMMITTEES OF ADJUSTMENT AND TEAMSTERS CANADA

In accordance with the provisions of Article III, Section 1, of the International Constitution,[1] you are hereby notified that the 27th International Convention of the International Brotherhood of Teamsters (the "Convention") will convene in the City of Las Vegas, Nevada, on June 26, 2006, at 9:00 a.m. at the Paris Las Vegas, for the purpose of nominating candidates for Regional and At-Large Vice President positions;[2] nominating candidates for International Trustee positions; and nominating candidates for the offices of President of Teamsters Canada, General Secretary-Treasurer, and General President; considering amendments to the International Constitution; and transacting such other business as the Convention may lawfully consider in accordance with the Convention Rules, the **Rules for the 2005-2006 IBT International Union Delegate and Officer Election ("2006 Rules"), and the Consent Order entered in *United States v. International Brotherhood of Teamsters, et al.*, U.S.D.C. SDNY No. 88-Civ.-4486 (DNE) (Mar. 14, 1989).**

BASIS OF REPRESENTATION. In accordance with Article III, Section 2 and Article VII, Section 5 of the International Constitution, each Local Union having one thousand (1,000) members or less shall be entitled to one (1) delegate, and one (1) delegate for each additional seven hundred fifty (750) members or major fraction thereof, but in no case shall a delegate have more than one (1) vote, even though he or she may also be a delegate from the International Union or from more than one subordinate body. For the determination of delegate entitlement, the term "Local Union" includes all IBT Local Unions and the following IBT subordinate entities within the IBT Graphic Communications Conference and the IBT Rail Conference:

CONFERENCE OR DIVISION	ENTITY
Graphic Communications Conference ("GCC")	All GCC local unions with 125 or more members
GCC	GCC local unions with less than 125 members shall be consolidated by the IBT geographic region in which their headquarters are located, and vote as though they constituted a single local union within the region.
Brotherhood of Locomotive Engineers ("BLET")	All BLET General Committees of Adjustment ("GCAs") with 100 or more members.
BLET	BLET GCAs with less than 100 members shall be consolidated by the IBT geographic region in which their headquarters are located, and vote as though they constituted a single local union within the region.
Brotherhood of Maintenance of Way Employes Division ("BMWED")	All BMWED System Federations ("SFs") with 100 or more members.
BMWED	BMWED SFs with less than 100 members shall be consolidated by the IBT geographic region in which their headquarters are located, and vote as though they constituted a single local union within the region.
Teamsters Canada Rail Conference ("TCRC")	The BMWED and BLET Divisions within the TCRC will each be treated as a single local union.

No proxy vote will be allowed. Only delegates certified by the Election Supervisor will be permitted to nominate from the floor, second a nomination, or vote for the nomination of International Union Officers.

Each Local Union shall be required to send all of the delegates to which it is entitled to the Convention, unless the General Secretary-Treasurer and Election Supervisor have attested to the financial inability of the Local Union to send a full delegation and thereafter the Local Union's membership has voted to send less than a full complement of delegates. However, a delegate may seek financial assistance in order to attend the Convention, subject to Article XI of the **2006 Rules**. A Local Union not sending its full complement of delegates shall not constitute a basis for challenging the credentials of the remaining delegates representing that Local Union so long as the Local Union has complied with Article II, Section (4)(b)(8) and Article III, Section 3(a) of the Rules.

In accordance with Article III, Section 5(c) of the International Constitution, International Officers shall be entitled to all the privileges of regularly credentialed delegates by virtue of their position. However, in that capacity, such delegates will not be permitted to nominate from the floor, second a nomination, or vote for the nomination of International Union Officers.

In accordance with Article III, Section 5(d) of the International Constitution, Joint Councils and State Conferences are entitled to one (1) delegate each. However, such delegates will not be permitted to nominate from the floor, second a nomination, or vote for the nomination of International Union Officers.

In accordance with the Merger Agreement between the IBT and Graphic Communications International Union (the "GCC Merger Agreement"), the GCC President shall be a delegate to the Convention; however, he will not be permitted to nominate from the floor, second a nomination, or vote for the nomination of International Union Officers unless he is otherwise accredited as a Convention delegate. Also, in accordance with the GCC Merger Agreement, any members of the GCC General Board and any delegates to the GCC convention who are not otherwise delegates or alternate delegates to the Convention shall be invited as guests at the Convention.

In accordance with the Merger Agreement between the IBT and BMWED (the "BMWED Merger Agreement"), the BMWED National President shall be a delegate to the Convention; however, he will not be permitted to nominate from the floor, second a nomination, or vote for the nomination of International Union Officers unless he is otherwise accredited as a Convention delegate. Also, in accordance with the BMWED Merger Agreement, any officers of the BMWED National Division shall be invited as guests at the Convention.

[1] All references to the IBT Constitution are to those sections in effect under the Consent Decree.

[2] As a result of mergers with the Brotherhood of Locomotive Engineers, the Brotherhood of Maintenance of Way Employes and the Graphic Communications International Union, a proposal to amend Article IV of the IBT Constitution to increase the number of Vice Presidents at-large from five (5) to seven (7) will be submitted to the Convention in June 2006. Delegates at the Convention shall nominate candidates for seven (7) at-large Vice Presidents in the event the proposal is approved. Rules for the 2005-2006 IBT International Union Delegate and Officer Election, Article III, Section 5(a).

REQUISITES FOR REPRESENTATION. In accordance with Article III, Section 3 of the International Constitution:

(a).Except as provided in (c), no Local Union shall be entitled to representation in the Convention that has not been chartered, affiliated, and in good standing for a total of six (6) months prior to the opening of the Convention.

(b). No IBT Local Union shall be entitled to representation in the Convention which, at the time of the Call of the Convention, is six (6) months or more in arrears in moneys due to the International Union or to any subordinate body thereof with which such Local Union is affiliated, or which, if less than six (6) months in arrears, has not paid all such arrearages in full at least three (3) days prior to the opening of the Convention, excepting those moneys due for the last month, which amounts must be paid by the beginning of the Convention. GCC Local Unions, BLET GCAs, and BMWED SFs, are entitled to representation at the Convention provided they have satisfied the per capita obligations required by their respective merger agreements with the IBT and are otherwise not more than six (6) months or more in arrears. If the circumstances warrant, the General Executive Board or the Election Supervisor may waive any of the foregoing requirements on a nondiscriminatory basis.

(c). The General Executive Board or the Election Supervisor is empowered to grant full representation to any Local Union which has been affiliated with the International Union for less than six (6) months when such Local Union was formerly affiliated with an international union other than the International Brotherhood of Teamsters or was chartered as a result of split-off or merger.

EXPENSES OF DELEGATES. In accordance with Article III, Section 4 of the International Constitution, each subordinate body shall pay the expenses of its delegates to the Convention, or make arrangements for such payment of expenses by agreement with other subordinate bodies.

Each GCC Local Union having 125 or more members shall pay the expenses of its delegates to the Convention, or make arrangements for such payment of expenses by agreement with other subordinate bodies. For the GCC local unions having less than 125 members and grouped by IBT geographic region to elect Convention delegates and alternates, the expenses of those delegates shall be paid as directed by the Election Supervisor.

Each BLET GCA having 100 or more members shall pay the expenses of its delegates to the Convention, or make arrangements for such payment of expenses by agreement with other subordinate bodies. For the BLET GCAs having less than 100 members and grouped by IBT geographic region to elect Convention delegates and alternates, the expenses of those delegates shall be paid as directed by the Election Supervisor.

Each BMWED SF having 100 or more members shall pay the expenses of its delegates to the Convention, or make arrangements for such payment of expenses by agreement with other subordinate bodies. For the BMWED SFs having less than 100 members and grouped by IBT geographic region to elect Convention delegates and alternates, the expenses of those delegates shall be paid as directed by the Election Supervisor.

Expense allowances for delegates and alternates should be determined in accordance with your union's bylaws or past established practice and any rules issued by the General Secretary-Treasurer, to the extent they are consistent with the **Advisory on Delegate and Alternate Delegate Expenses** to be issued shortly by the Election Supervisor. Delegates and alternates may not receive duplicate expenses or allowances, even if authorized. Thus, in determining the amount of expenses or allowances, the Local Union must take into account any expenses or allowances a delegate or alternate receives from another labor organization.

DELEGATE CREDENTIALS. Credentials will be issued by the Election Supervisor and mailed or delivered by him to each certified delegate, with a copy to the General Secretary-Treasurer. The credential shall have typed thereon the delegate's name and the Local Union number, and shall be signed by the Election Supervisor.

At the Convention, each delegate must present at the time of registration his or her credential, properly signed by the Election Supervisor. Each delegate must be a member in good standing from a Local Union entitled to representation and, therefore, entitled to a seat at the Convention. Each delegate should have, if possible, a copy of his or her paid-up dues receipts for the month of May 2006 to present at the time of registration. If the delegate is unable to obtain his or her dues receipt, dues records will be verified at the Convention by the Credentials Committee and the Election Supervisor.

In addition, each delegate or alternate delegate must present at registration a government-issued picture identification (preferably a driver's license).

ALTERNATE DELEGATES. Each Local Union has elected alternate delegates to the Convention. Said alternate delegates have been separately nominated and elected by secret ballot, and certified by the Election Supervisor. Credentials are not provided for alternate delegates. A Local Union shall pay the expenses of its alternate delegate(s) for attendance at the Convention, as set forth in the Local Union Election Plan approved by the Election Supervisor. However, a Local Union cannot pay the expenses of an alternate delegate unless it sends and pays for expenses of its full complement of delegates. If the Local Union sends or pays the expenses of less than all of its elected alternate delegates, the highest-ranking alternate delegate(s) shall be those sent and for whom expenses are paid. A Local Union may not send to the Convention or pay the expenses of any member or guest unless it pays the expenses of all its alternate delegates regardless of the terms of the Local Union Plan.[3] **2006 Rules**, Article III, Section 3(c). Alternate delegates may seek financial assistance in order to attend the Convention, subject to Article XI of the **2006 Rules**.

AMENDMENTS AND RESOLUTIONS. In accordance with Article III, Section 9(a) of the International Constitution, at least thirty (30) days prior to the Convention, Local Unions, Local Union officers, members in good standing, or general officers shall have the right to send to the General President proposed amendments or additions to the Constitution, or resolutions, which shall be submitted to the Constitution Committee when it meets.

All of the applicable provisions of Article III and Article VII, Section 5, of the International Constitution, and the provisions of Article III of the **2006 Rules**, are hereby incorporated by reference in this Official Convention Call.

Furthermore, you are hereby requested to review in detail those provisions of the International Constitution and the 2006 Rules concerning this Convention.

Fraternally yours,

C. Thomas Keegel

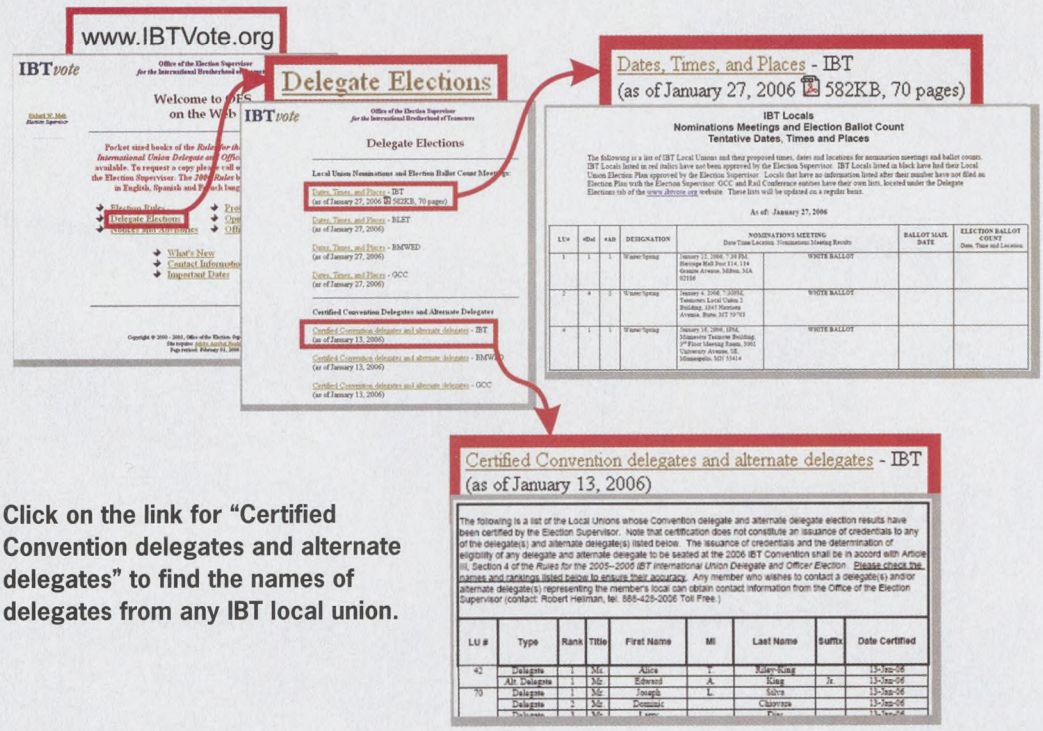
C. Thomas Keegel
General Secretary-Treasurer

cc: Richard W. Mark, Election Supervisor

[3] Guest badges will not be issued to employer/company representatives.

ELECTION SUPERVISOR'S REPORT TO IBT MEMBERS

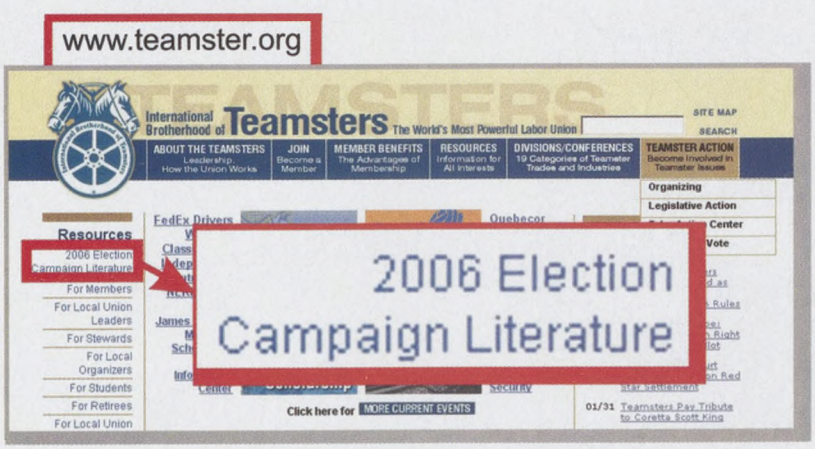
Delegate Nominations and Elections: –By the end of March, 2006 more than 600 IBT Locals will have nominated delegate candidates, and many will have elected delegates. It's easy to find out information on nomination meetings and the results. Just go to www.ibtvote.org and follow the links:



Click on the link for "Certified Convention delegates and alternate delegates" to find the names of delegates from any IBT local union.

Correct Date for the International Convention: – The 27th IBT International Convention will take place in Las Vegas, Nevada on June 26-30, 2006. The Timetable of Events published in the Rules erroneously states June 25-29, 2006 as the dates for the 27th IBT International Convention. Disregard that printed date and write the correct date for the convention in your booklet or other copy of the 2006 Rules.

International Officer Campaign Material: – Accredited candidates for IBT International Office published campaign material in the February 2006 issue of *Teamster* magazine.



Want to review that material or get another copy? Go to www.teamster.org Click on "2006 Election Campaign Literature," and follow the links to the campaign literature of the slates.

Do You Want Your Own Copy of the *2006 Rules*? – Contact the Election Supervisor's Office in Washington, D.C. and request your copy of the *2006 Rules*. Rules booklets are available in English, Spanish and French. Call toll-free 888-IBT-2006 (888-429-2006) or send your request by email to ElectionSupervisor@IBTvote.Org

Richard W. Mark
Election Supervisor







When Tragedy Hits

Give to the Teamsters Disaster Relief Fund

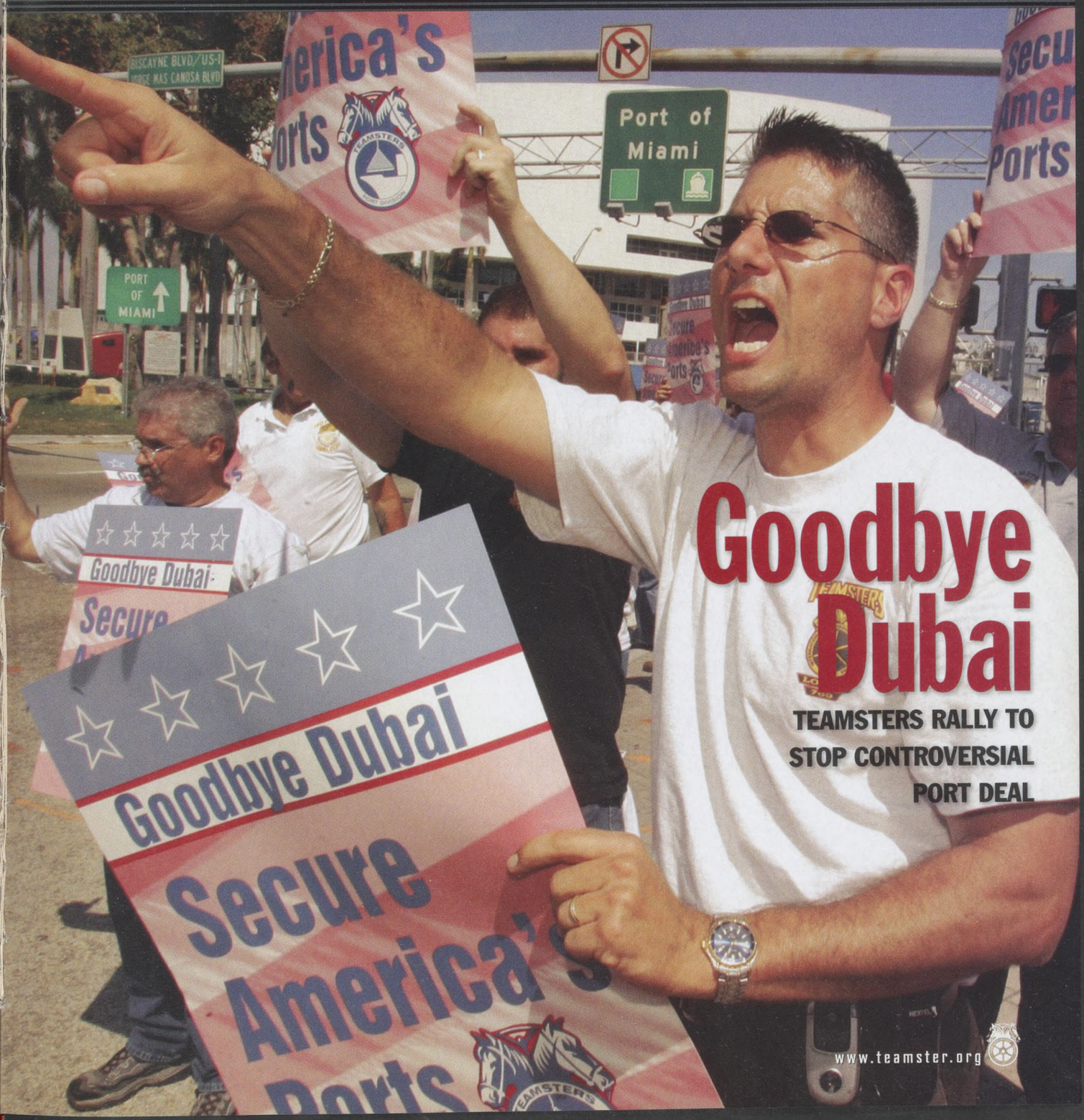
Send your tax-deductible donations to:

Disaster Relief Fund
c/o International
Brotherhood of Teamsters
25 Louisiana Ave. N.W.
Washington, D.C. 20001

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

MAY 2006

TEAMSTER



Goodbye Dubai

TEAMSTERS RALLY TO STOP CONTROVERSIAL PORT DEAL

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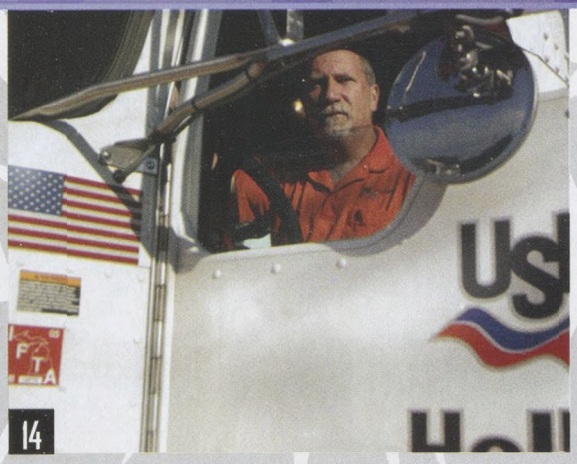
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A MESSAGE FROM THE GENERAL PRESIDENT

Goodbye Dubai

The Bush administration talks tough when it comes to national security, but they had a hard time explaining why it made sense to let the United Arab Emirates take control of 21 of our country's ports. In an obvious concession to big business, the administration was willing to sacrifice national security to please its corporate sponsors.

With rallies in more than 20 cities, the Teamsters let the administration know how working Americans felt about this dubious "business decision." As a result, Dubai Ports World decided to transfer its operations of American ports to a U.S. company. Common sense says the U.S. government should ensure American companies operate U.S. ports. And though it is rare in Washington these days, the end result was what was best for the American people.

Completing the Mission

Hopefully, our elected officials are not through listening to common sense. There needs to be a serious debate in Congress about improving port security and ceasing all foreign operation of U.S. ports. It speaks volumes that both Democrats and Republicans overwhelmingly opposed turning over access of the ports to UAE-owned Dubai Ports World. Both parties now must complete the mission to secure our vulnerable ports.

Only four or five percent of the 7 million cargo containers entering our country by ship annually are inspected. Many details of cargo-shipping such as how contents are identified and sealed, and certifying the identities of the drivers who enter and leave the ports to pick them up, are not as standardized or regulated as they should be. Congress needs to continue beefing up port security and pass legislation that addresses the serious port security gaps.

Security for All

Serious security issues remain, including the plight of low-wage transient port truck drivers and how their employment status can compromise security at our nation's ports. The Bush administration should ensure that workers, especially the drivers who haul cargo to and from the port, receive the job security and benefits already received by thousands of other workers—many of whom are union members—employed at U.S. ports.

Port drivers are intimately familiar with port-security systems and are aware of its many vulnerabilities. With union representation, drivers can speak out about port security issues and earn the wages and benefits they deserve. America deserves a port-security system that secures all of its citizens, not one that just benefits the administration's big business supporters.

James P. Hoffa

Organizing Overnite/UPS Freight

Teamsters Launch Member Mobilization, Education Drive



UPS has renamed the recently purchased Overnite Transportation "UPS Freight," and the Teamsters Union is launching an effort to bring its nearly 15,000 employees into the Teamster family.

In the coming weeks and months, the union is launching a member mobilization and education drive. As part of this effort, freight and UPS Teamsters will be asked to speak with UPS Freight workers about the benefits of working under a Teamster contract. Those benefits include a strong voice on the job and maintaining gold-standard wages and benefits by raising density at UPS—the largest Teamster employer with more than 200,000 union members.

The rebranding of Overnite will include a transition to the UPS logo and a color scheme combining Overnite's gray with UPS's signature brown. But the union is seeking a different transition—it will work hard to provide UPS Freight workers with strong union representation.

Worker-to-Worker

"These workers deserve the same strong voice and strong representation that the Teamsters provide to workers at UPS," said Jim Hoffa, Teamsters General President. "With our members' help, we will make that happen."

"Our members' involvement is vital because they know firsthand the benefits of being in the union," said Ken Hall, Director of the Parcel and Small Package Division. "Our members at UPS, our freight members and others, are on the front lines in this effort to educate UPS Freight workers."

Overnite workers represented by the Teamsters led an unfair labor practices strike against the company from October 1999 until October 2002.

"Our members have struggled to achieve justice at Overnite," said Tyson Johnson, Director of the Teamsters Freight Division. "This effort is a new chapter in that struggle and we will succeed."

UPS bought Overnite last years for $1.25 billion. UPS Freight workers' new uniforms and branded trucks will begin appearing May 1. The rebranding of Overnite's facilities and fleet, which includes 22,000 trailers, will occur over the next several years.

Protecting Members

Nonunion UPS Freight will continue to operate independently of the unionized UPS package delivery network, company officials said. However, sales forces of the two companies will sell both freight and package services. UPS said it conducted a sales pilot late last year in which package delivery salespeople sold ground freight services.

In the meantime, Hall said the union will make sure members' interests are protected.

"The Teamsters Union will remain vigilant by monitoring the Overnite/UPS Freight operations to make sure that no Teamster work at UPS is diverted to the new operation," Hall said.

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All Systems Go

GoJet Pilots Unanimously Choose Teamster Representation

In an impressive show of solidarity, pilots voting in a representation election at GoJet Airlines unanimously chose the Teamsters. The National Mediation Board (NMB) tallied votes on February 23, ensuring that Local 618 in St. Louis will be the bargaining representative for the approximately 100 pilots at the new regional-carrier airline.

"We looked at eight different unions and found that Teamsters had the best qualifications," said Eric Oberst, a 17-year pilot who has flown for GoJet since March 2005. "GoJet is a regional carrier and with contracts negotiated for pilots at similar carriers, such as Chautauqua and Horizon, it was clear that the Teamsters understood our needs."

"The vote count wasn't very surprising, we knew it was going to be lopsided," said Scott Place, a 10-year pilot who was among the first class of pilots hired at GoJet in 2005. "We're a dedicated group and we knew the Teamsters and Local 618 could give us the support and expertise we need to represent us. The Teamsters have a strong backing with 1.4 million members, they represent pilots at lots of airlines and their dues are significantly less expensive than a lot of the other airline unions that are out there."

Regional Focus

The Teamsters filed for representation with the NMB on May 15, 2005, the date GoJet flew its first revenue-generating flight. A petition was filed by another union soon after, but the other union received zero votes in the representation election tally.

"Everyone is real happy with the outcome," said Dan Heumann, Local 618 President. "We have worked with the pilots since last March and it's great that they were finally able to secure the representation they wanted."

"The Teamsters actively represent airlines in the industry market we're pursuing," Oberst said. "We're not a major airline—we're not Continental or United—we're a regional carrier, like Horizon and Chautauqua, where the Teamsters also represent pilots. The Airline Division clearly has a good idea of the kind of contractual obligations we're going to need. It doesn't surprise me one bit that everyone who voted chose the Teamsters."

Following the election victory, Local 618 discussed contract negotiations with the company. The local is also seeking to represent the approximately 100 GoJet flight attendants. GoJet Airlines is a subsidiary of Trans States Holdings. Based in St. Louis, the company's all-new fleet of 70-seat aircraft operates under the United Express banner.

"Everyone is real happy with the outcome. We have worked with the pilots since last March and it's great that they were finally able to secure the representation they wanted."

— DAN HEUMANN, LOCAL 618 PRESIDENT



On The Right Track

Five-Year Agreement Brings Stability to CN-IC Railroad

By more than a 3-1 margin, members of the Brotherhood of Locomotive Engineers and Trainmen (BLET) recently ratified a new five-year agreement with the Canadian National/Illinois Central (CN-IC) railroad. The deal creates a new era of pay for 400 members on the Class 1 railroad. CN-IC is a large, inter-modal railroad that ships a variety of goods: automobiles, coal, fertilizer, forest products, grain and other products.

"One hundred and fifty years of contracts were changed with the stroke of a pen," said Monty Murphy, an engineer with CN-IC for the past five years and the Secretary-Treasurer of Division 24 in Centralia, Illinois.

Engineer pay was permanently changed from the traditional mileage system of pay to an hourly pay system for every engineer on every assignment worked.

The contract provides for 10 hours pay and overtime thereafter until off duty. The agreement is effective through August 1, 2009.

"Before, you'd fill out a time claim and hope you got paid," Murphy said. "Now we're paid by the hour."

Simplified Pay Structure

"Speaking for the Baton Rouge seniority district, we think it's the best thing since sliced bread," said Tommy Street, an engineer on the CN-IC and the Local Chairman of BLET Division 914 in Baton Rouge, Louisiana. "The hourly rate of pay is the best thing going right now."

Street, who has been a BLET member since 1980, said that under the old pay system, only some members were eligible for extra pay from arbitraries, but now everyone benefits under the new contract.

"The new agreement simplifies things," Street said. "We're pretty much doing the same thing we've always done, but now we're paid more just working by the hour."

Tim Dunn, President of BLET Division 24, echoed those sentiments. "We had a hard time getting time claims paid," said Dunn, who has been an engineer with CN-IC for eight years. "We no longer have to fight the company."

He said that in the past, the company would often refuse to pay time claims for months or even years at a time. When the claims were eventually paid, however, the company sometimes only paid 25-30 cents on the dollar.

Worth its Weight in Gold

As part of the agreement, pre- and post-1985 pay issues were eliminated and every engineer with a seniority date on or preceding June 3, 2002 was guaranteed to never be cut back into the ranks of train service or to be furloughed. Engineers hired after June 3, 2002 will receive the same guarantee after five years of accumulated compensated service.

That guarantee is "worth its weight in gold," Dunn said. "The number one thing for me is the guarantee not be laid off. Under the old agreement you could be forced to work all over the place or cut back to conductor."

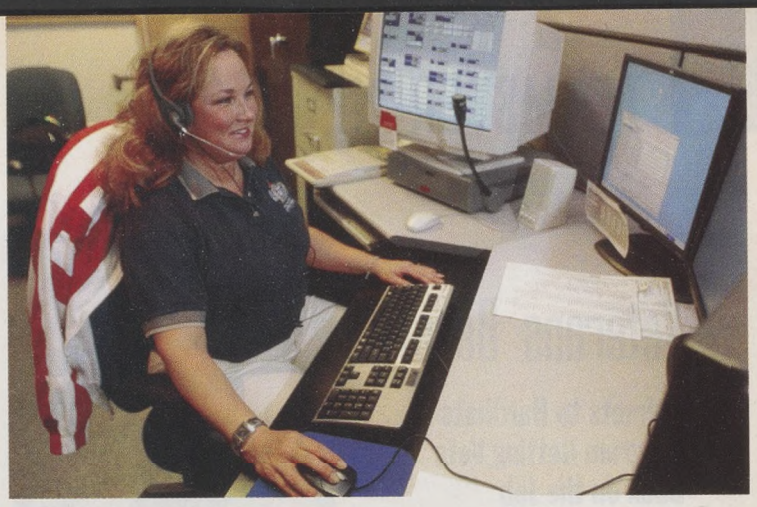
Dunn was often forced to work out of his seniority district under the old agreement, resulting in time away from his wife and two children.

"I've worked in Champaign, Decatur, St. Louis and Fulton, Kentucky," he said. "One of my pet peeves is layovers. In a hotel, you're not getting paid. It's just wasted time. Now I've worked out of Centralia the whole time since the agreement passed."



Going For The Gold

Dreams Come True for Teamster Tracy Ertl



Ever since she was a child, Tracy Ertl wanted to accomplish three things—write a book, be part of a world record and go to the Olympics. After taking part in the 2006 Winter Games, Ertl has to come up with a new wish list.

A member of Local 75 in Green Bay, Wisconsin, Ertl is an emergency dispatcher at the Brown County Telecommunications Center. The 13-year veteran was selected to serve as one of a limited number of Americans in the International Broadcasting Center for the 2006 Winter Olympics in Turin, Italy.

"I was very excited about being chosen, it's always been a dream of mine," Ertl said.

This is not the first time her commitment and perseverance has helped her realize goals in her life. The multi-talented Ertl is also a successful author.

Teamster Spirit

Released October 2005, Ertl's book, "True Crimes in Titletown USA—Cold Cases," an in-depth analysis of three unsolved crimes from Green Bay's past, made her a local celebrity.

"True Crimes" explored three unsolved cases—a bank robbery, an extortion case and a double homicide. Thanks to the exhaustive research Ertl and her co-author Mike Knetzger did into each crime, two of the three cases have since been solved.

In addition, Ertl also discovered that former Green Bay Police Chief Thomas E. Hawley set a world record for longest standing police chief with 49 years of service. Future editions of her book will carry the "Guinness Book of World Records" seal.

"The Teamsters have been very supportive of my goals the entire way," Ertl said. "Being a union member has strengthened me and made me feel like I wasn't alone. Teamster spirit has really given me the drive to work toward my dreams."

TEAMSTER-MADE

A Drink to Your Health!

If you're looking for a healthy beverage, Virginia Teamsters are giving you some alternatives.

Local 29 has 250 members that process regular milk, soymilk and aseptic milk at Whitewave Foods in Mount Crawford, Virginia for nationwide distribution. An ever-growing number of consumers are drinking Teamster-made soymilk, largely due to associated health benefits such as reduced risk of heart disease and certain cancers, help with diabetes and prevention of osteoporosis.

Whitewave Foods (formerly Morningstar Foods) is a division of Dean Foods. The Teamsters already have more than 100 agreements with Dean Foods, which is the largest dairy in the world.

Riding Whitewave Success

Since 1998, the unit at Whitewave Foods has grown significantly: new ownership and a recently negotiated accretion of a new warehouse at the plant have contributed to that growth.

"These employees are contributing a lot to the success of the company and I believe the company thinks so as well," said Fred Gegare, Director of the Dairy Conference.

In addition to new management, the Teamsters added 50 workers to the unit on April 1, 2005 when Whitewave acquired the Warehouse Company. The company had previously outsourced their warehousing work.



A Great Job

"The company has been tremendously successful, the employee base has exploded and the company has acquired much more of the land adjacent to the plant," said John Farrish, President of Local 29 in Waynesboro, Virginia. "We even had to send people to the Netherlands to learn how to operate imported European technology at the facility."

Wayne Clark, a foreman at Whitewave Foods, has been working at the facility for 15 years and has served as a steward for the last six years.

"It's a great job—being Teamsters has helped us a lot in the benefits and in the pay scale," Clark said.

Veterans' Benefit

Helmets to Hardhats Program Getting Vets Back on the Job



When Jason Takeshita graduated from high school, he wanted to take a different path to continue his education, so he joined the Army. He spent seven years in the military and learned many valuable skills.

"The two most beneficial skills I learned while serving were leadership and time management," Takeshita said. "I knew that those traits could carry over to a great civilian career in some way, but I was not sure which career path I wanted to take until I came across Helmets to Hardhats."

A new initiative by Helmets to Hardhats, a national program that connects former military members with career training and employment within the construction industry, is asking locals to amend their training standards to get vets into training and jobs sooner.

"Since I already had my commercial driver's license, I wanted to find a career that required the license. I sifted through many different options online and realized that a career with the Teamsters would be the best bet for me," Takeshita said. "Having access to the Helmets to Hardhats database and being able to get my information out to the unions proved to be very valuable for me. I applied for one of the openings and was soon accepted into a local."

The organization, led by retired Marine Corps Maj. Gen. Matthew Caulfield, is also approaching state and local political leaders to back the move with official resolutions and proclamations.

Win-Win Situation

"The unions are looking to fill slots with the best candidates possible," said Sarah Hayes, spokeswoman for the Helmets to Hardhats program. "These men and women have the work ethic, discipline and skills of the trade. We basically serve as the matchmaker between the military and the unions."

So far, governors in 16 states have signed resolutions supporting the direct entry program. One of the latest was Tennessee Gov. Phil Bredesen, who joined Caulfield at a signing ceremony in Nashville.

"To me, this is a win-win situation for everyone involved," Gov. Bredesen said. "Soldiers get the assistance they need and deserve, the industry gets great new recruits, and Tennessee continues to build its ranks of qualified professionals in an industry important to the long-term success of our state. We owe a great debt to our returning veterans and I truly believe the Helmets to Hardhats program is a fitting way to honor that debt."

Nearly 100,000 veterans have registered for the Helmets to Hardhats program since it was launched four years ago. Of those, about 1,100 have filled Teamster positions. Nearly 200 Teamster locals post job openings on the Helmets to Hardhats web site: www.helmetstohardhats.org

Remembering A Teamster Pioneer

Teamsters Mourn Bobby Holmes



PHOTO COURTESY OF THE DETROIT NEWS

Robert W. "Bobby" Holmes, one of the founding fathers of the modern-day Teamsters Union, died on February 19 at age 94 in Detroit.

Holmes helped a teenage James R. Hoffa launch a career as a labor organizer and then served for decades in various positions within the Teamsters Union. Holmes served as an International Vice President, Director of the Central Conference of Teamsters and the President of Local 337 in Detroit.

"He was a great leader who helped found the Teamsters as we now know it," said Jim Hoffa, Teamsters General President. "He and my dad fought for justice together and changed the face of the American labor movement."

A Proud Legacy

Holmes and James R. Hoffa worked together at Kroger Co. in the 1930s, and Holmes was the coworker who taught Hoffa how to unload boxcars of strawberries. They instigated a strike one summer day due to poor working conditions and threatened to let the strawberries rot in the boxcars. That action set both young men on a career path with the Teamsters that they would successfully follow all their working lives.

Holmes strongly believed all workers deserved a fair shot at the American dream and put his beliefs into practice as a longtime executive board member of the United Negro College Fund and the United Foundation, which aids families struggling with unemployment, alcoholism and abuse.

Holmes received the Walter Reuther Medal from the United Auto Workers and Knesset Menotah Award from the National Histadrut in Tel Aviv, Israel for work with orphans. In 1985, the Detroit Teamsters Retirement Housing Project was named for Holmes.

Sanitation Solidarity

Waste Management Teamsters Historic Meeting

In late February, 25 sanitation locals met in Chicago to offer support to New York and Washington, D.C. sanitation workers who are in contract negotiations with Waste Management, Inc. (WMI). The Teamsters represent approximately 9,000 workers at 69 WMI locals nationwide.

Houston-based WMI, the nation's largest private trash hauler, is attempting to impose deep wage, retirement and health-care cuts on sanitation truck drivers and helpers despite having a net profit of $939 million during fiscal year 2004, an increase of 49 percent over 2003.

"WMI Teamsters in New York and D.C. have the support of the entire union in their struggle for a fair contract," said Jim Hoffa, Teamsters General President. "Teamster sanitation drivers and helpers work tirelessly to help maintain a clean and healthy environment from which we all benefit. With WMI raking in record profits, sanitation workers deserve raises, not having their pay slashed by 33 percent."



Locals Gearing Up

Principal officers from Local 813 in New York City and Local 639 in Washington, D.C. briefed local union leaders from around the country on the status of their negotiations.

"We used to have a good relationship with WMI but they are drawing a line in the sand," said Sylvester Needham, President of Local 813 in New York City.

"WMI is picking a fight," said Thomas Ratliff, President of Local 639. "We are meeting with the mayor and state representatives but we also need every member's support."

Teamster leaders offered their support and pledged to continue collective efforts to strengthen industry standards for sanitation workers.

Battles Ahead

The solidarity meeting in Chicago is part of an effort to strengthen a public education campaign on WMI's treatment of its employees that began early this year.

Teamsters have conducted informational picketing and leafleting in California, Washington state, Illinois, Colorado and Maryland since early this year. Workers also staged a protest at WMI's New York City headquarters that drew hundreds of Teamster members from Local 813.

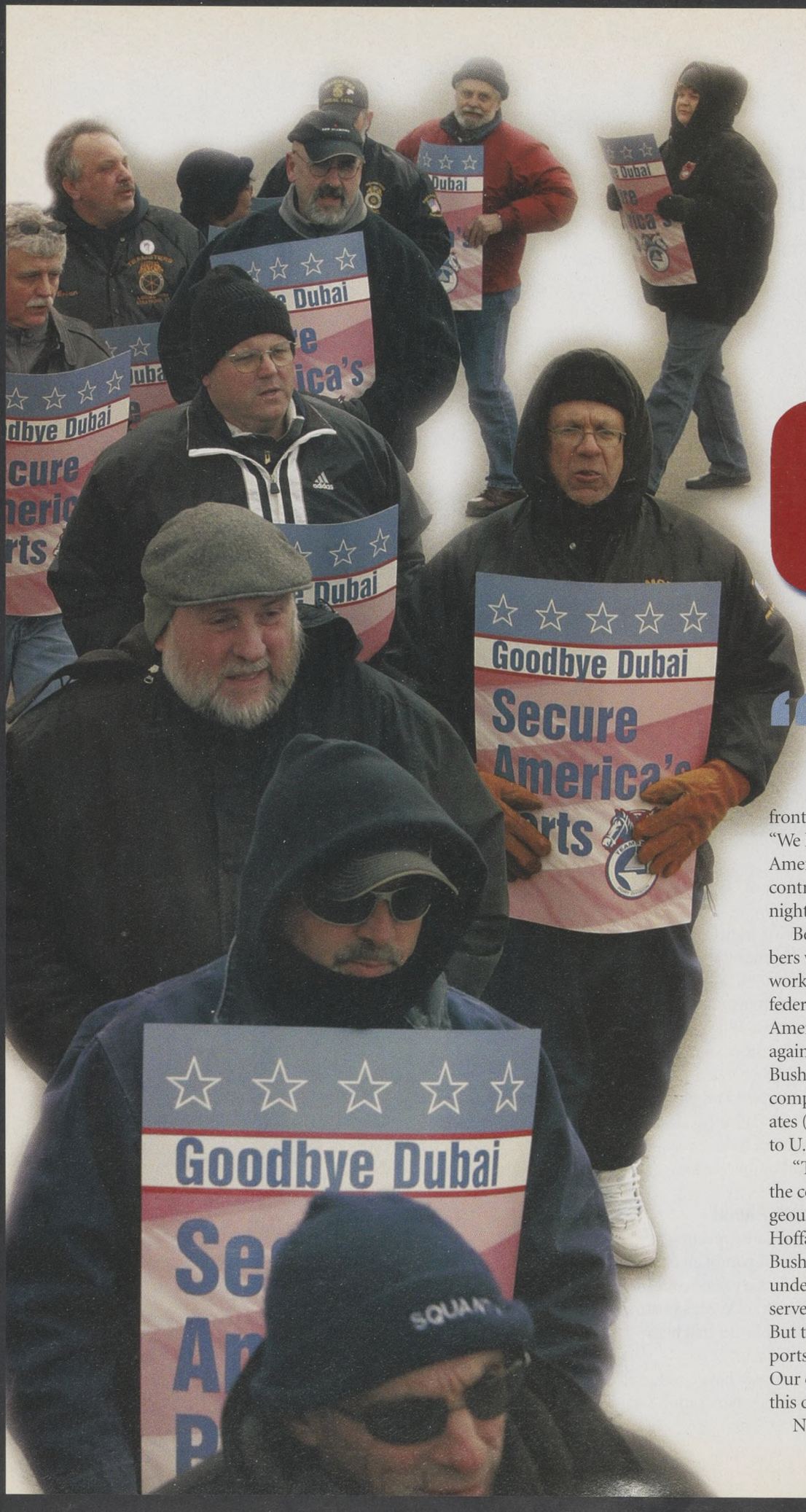
The Teamsters also commissioned an airplane to fly over the Daytona 500 carrying a banner that read, "WMI and NASCAR Want Some Drivers to Lose." WMI, a key NASCAR sponsor, is a member of NASCAR's Diversity Council despite the company's harsh treatment of its heavily Latino and black workforce.

Teamsters will be stepping up their efforts in the coming months by participating in a survey to profile the hazards sanitation workers face on the job.



"We used to have a good relationship with WMI but they are drawing a line in the sand."

— SYLVESTER NEEDHAM, PRESIDENT OF LOCAL 813



Good

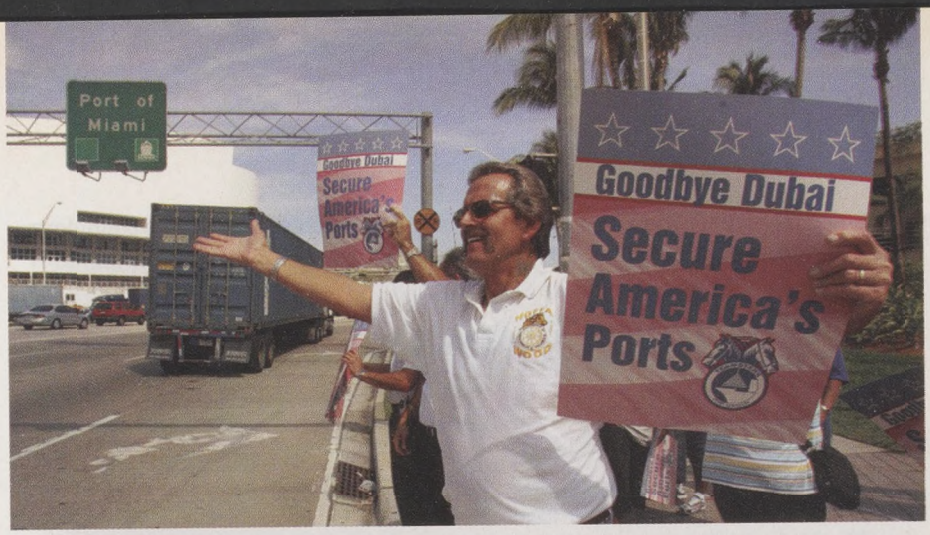
Team

"I wouldn't have missed this for anything," said John Beyer, a UPS pre-loader who protested with several fellow Teamsters on the Norfolk, Virginia waterfront on a recent brisk, chilly afternoon. "We had to be out here. I'd like to see an American company step up and take over control of these ports. I'd sleep better at night."

Beyer and his fellow Local 822 members were among thousands of Teamsters, workers from other unions, and state and federal congresspeople who rallied at 20 American ports on February 24, rallying against—and ultimately stopping—the Bush administration's decision to allow a company owned by the United Arab Emirates (UAE) government to purchase access to U.S. terminal operations.

"Thousands of Teamsters from across the country stood up to protest this outrageous deal and we were heard," said Jim Hoffa, Teamsters General President. "The Bush administration's deal put our ports under the control of a country that has served as a conduit for terrorist activity. But this is just our first step, because our ports remain a national security nightmare. Our country should not have to endure this dangerous situation."

Not only do thousands of Teamsters



AP WIDE WORLD

odbye Dubai

Teamsters Stop Bush Administration's Deal to Weaken American Security at U.S. Ports

work in and around our nation's ports, security to American ports is vital to the country's safety. A recent poll indicated that an overwhelming majority—more than 70 percent—of American citizens opposed this deal.

Better System Needed

"My thing is, I used to be in the Coast Guard," Beyer said. "I know how few of these vessels are being inspected. I used to call the inspection process an educated crap shoot—if you have 15 boats coming in, you have the manpower to board and check only two. That means that much of the security is done by shuffling papers—you look into a ship's history, its country of origin and determine if it's a priority to board and inspect it. There is so much that goes unchecked. We need a better system."

At the Conley Terminal at the Port of Boston, more than 200 Teamsters rallied with Rep. Stephen F. Lynch (D-MA). The workers brandished red-white-and-blue signs that read "Goodbye, Dubai: Secure America's Ports" as port drivers—either hauling massive, 40-foot-long containers from a recently docked cargo ship or going to pick up a container—drove past, honking in approval.

"This is about security, protecting our homeland," said Roger Travers, a Local 633 member and transport driver with George Weston Bakeries. "Securing our homeland is a major issue, and it's exciting to see Teamster brothers and sisters come together at a time of need—it shows solidarity."

Outsourcing National Security

"To me, after 9/11, how we could allow our ports to be run by a different country, especially one where some of the terrorists' money passed through, makes no sense to me," said Local 174 member Todd Sullivan, a driver at the Port of Seattle, where approximately 200 Teamsters, Longshoremen's Union members and congresspeople rallied against the deal. "Bush says that we should trust him on this, that the government had looked into it, but it's not that simple. Plus, that's what he said before Hurricane Katrina hit New Orleans."

The national furor that erupted against the Bush administration had a clear, resonant effect—shortly after Teamster-organized rallies and Hoffa's outspoken outrage over the deal, the agreement fell apart. First the Bush administration agreed to a 45-day inspection of port security—a legally required review that the administration had previously ignored—then the company withdrew its offer to purchase control of the ports.

The key concern was that the deal continued to allow a non-U.S. entity to control operations at major American ports, including the ports of New York, New Jersey, Baltimore, New Orleans, Miami and Philadelphia. The deal was part of Dubai Ports World's $6.8 billion purchase from British-based Peninsular and Oriental Steam Navigation Co. (P&O Ports). Meanwhile, New Jersey officials took legal action to try and block the deal, and the Port Authority of New York and New Jersey sought to annul P&O's 30-year operating license, claiming it failed to seek permission for the transfer of ownership.

On top of key issues concerning labor laws, the UAE—a small, oil-rich Middle Eastern country bordered by Saudi Arabia and Oman—was home to two of the September 11 hijackers and was a financial base for the terrorists. The country has also been implicated in a nuclear smuggling ring: It was identified as a transfer point for nuclear components from Pakistani scientists to Iran, Libya and North Korea.

"At a time when we should be strengthening our national security, this deal makes our port gateways even more exposed and at greater risk of infiltration by those that would cause harm to the United States," Hoffa said. "This deal clearly makes no sense."

A Shadowy Group's Shady Deal

The Treasury Department-Chaired CFIUS

Dubai Ports World's bid to take over six major U.S. ports was quietly cleared by a little-known government panel called the Committee on Foreign Investment in the United States (CFIUS). The panel endorsed the deal without allowing public scrutiny and without a public report or evaluation.

"The deal was approved by an obscure committee of second-level officials," wrote *The New York Times* editorial board. "The committee is headed by a Treasury official whose department focuses on promoting trade rather than on security requirements. When concerns were raised, they were never flagged for higher-ups. And the committee itself may never have been warned that the Coast Guard was initially worried that gaps in intelligence made it impossible to assess the potential threat of terrorist operations through the Dubai company."

Because administration officials run this committee—that meets in closed-door sessions—there is scant outside influence on their decisions.

Several members of the Dubai Ports World board are associates of President Bush, including David Sanborn, a former senior executive who Bush nominated to a position in the federal government that oversees U.S. ports.

UAE's Spotty Record

While the UAE has become an ally in the war against terror, providing the US military with overflight access and logistical support, the country's record in fighting terrorism is far from clean. In fact, the 9/11 Commission, the independent, bipartisan investigative delegation that studied the terrorist attacks of September 11, 2001, described the UAE as "a valued counterterrorism ally of the United States and a persistent problem."

Among the concerns: the UAE was among only three nations to recognize the Taliban regime in Afghanistan (the Taliban provided the ideological motivation for the September 11 attackers and are closely allied with Osama bin Laden and Al Qaeda); it refused to enforce sanctions prior to 9/11—the result was that millions of Al Qaeda dollars were funneled through the country.

"All a terrorist organization needs to do is find a single weak link within a 'trusted' shipper's complex supply chain, such as a poorly paid truck driver taking a container from a remote factory to a port," said Stephen Flynn, senior fellow for national



security studies at the Council of Foreign Relations. "They can then gain access to the container in one of the half-dozen ways well known to experienced smugglers."

Wrong Deal, Wrong Time

In addition to Teamster members across the country, elected representatives—Democrats and Republicans—and industry experts condemned the administration's deal with words and proposed legislation.

"If they couldn't produce security in their own country to stop the transiting of nuclear components, why in God's name would we give them the operation of our ports?" said Sen. Robert Menendez (D-NJ) at a Teamster rally in Newark.

"This deal doesn't pass the national security test," said Rep. Jim Saxton (R-NJ), chairman of the House Terrorism, Unconventional Threats and Capabilities subcommittee. "I think it's a mistake. If necessary, Congress should act independently of the president."

Chairman of the House Armed Services Committee, Rep. Duncan Hunter (R-CA), introduced legislation that would not only prevent Dubai Ports World from assuming control of the six ports, but prevent foreign firms from controlling facilities critical to the economy and national security. Under his proposal, once the secretaries of Defense and Homeland Security determine what is critical infrastructure, "that infrastructure has to be owned, managed and operated by Americans."

The Teamster Solution

"It's the Teamsters' position that the ports must be run by the American government or an American-owned port operator," said Chuck Mack, Director of the Teamsters Port Division. "The national security benefits are obvious: an American company has a strong interest in securing our country's safety."

Often, port drivers must endure grueling conditions. These workers—many of whom are inaccurately classified as independent contractors, not employees, often are forced to work unpaid for hours at a time and to haul improperly labeled and overweight, unsafe containers. Further, as independent contractors they are prohibited from joining a union. Many are routinely issued chassis that are not fit to transport containers over crowded highways. And most port drivers' wages do not cover the costs of maintaining their trucks and feeding their families.

Unlike other segments of the intermodal industry (longshore workers, vessel crews, etc.) turnover among port drivers is high. An unstable work force is neither efficient nor secure. Poor working conditions and wages give drivers no incentive to take personal ownership and correct the system's inefficiencies. Until the government and industry leaders get serious about leveling the playing field for port drivers, the strength of these other solutions is equal only to that of a house of cards.

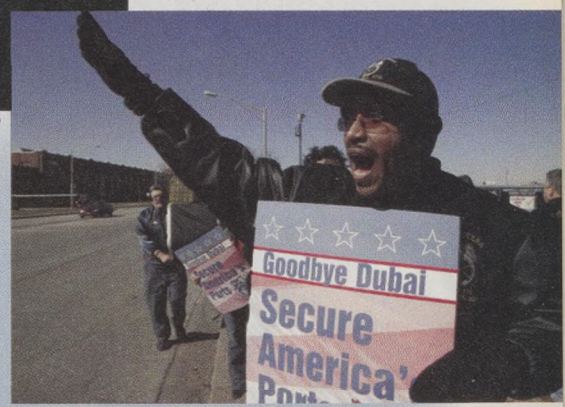
"Without fair wages for port drivers, we will not secure our ports," Hoffa said. "The administration could dispatch a fleet of helicopters to hover over the ports 24 hours a day, but the fact is that until drivers secure the wages and benefits they deserve, our country will not be secure."

"If they couldn't produce security in their own country to stop the transiting of nuclear components, why in God's name would we give them the operation of our ports?"

— SEN. ROBERT MENENDEZ (D-NJ)



AP WIDE WORLD



Down Under

Global Union Coalition Halts Strikebreaking Mercenaries in Dubai

In another dubious connection to the ports deal, the International Transport Workers Federation (ITF) stopped a secret plan to train Australian soldiers as strikebreakers in Dubai in 1997.

"The chief organizer of the operation has now admitted publicly that the exercise was designed to smash the Maritime Union of Australia and directly target the jobs of existing waterfront workers," said Lindsay Tanner, former Australian Shadow Minister for Transportation.

Dubai was chosen as the location to train Australian mercenaries to be strikebreakers because, according to the Australian port workers' unions, "Dubai is a free trade zone and an industrial free-for-all. Foreign workers predominate and trade unions are outlawed. Deportation awaits those who dare to organize."

Although the Australian unions were able to preserve workers' jobs, the debacle in Australia sheds even more light on the ludicrous plan in the United States to sell port operations to Dubai Ports World. The U.S. must never allow a company owned by the government of such an oppressive, anti-union nation to operate our vulnerable ports.

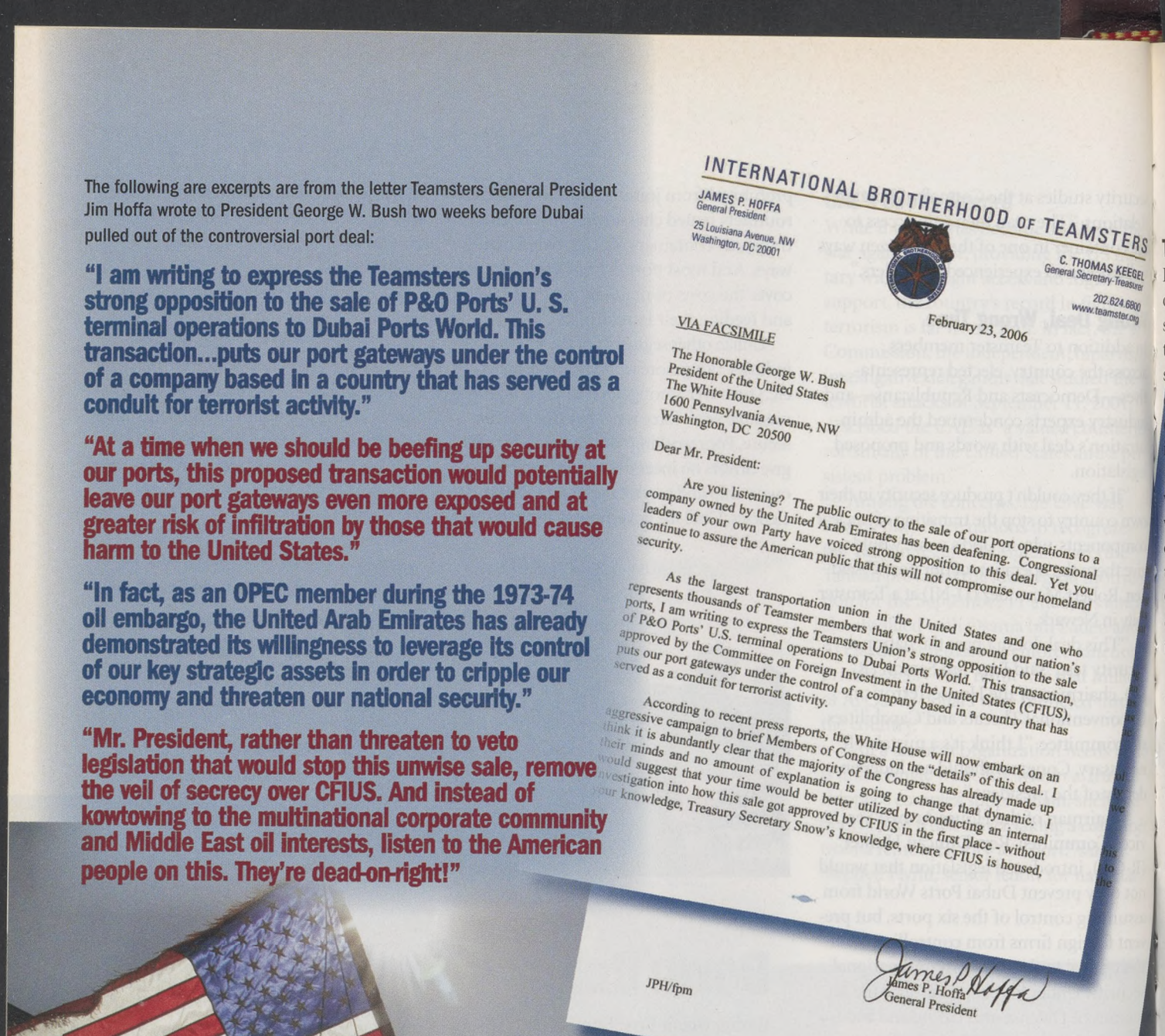
The following are excerpts are from the letter Teamsters General President Jim Hoffa wrote to President George W. Bush two weeks before Dubai pulled out of the controversial port deal:

"I am writing to express the Teamsters Union's strong opposition to the sale of P&O Ports' U. S. terminal operations to Dubai Ports World. This transaction...puts our port gateways under the control of a company based in a country that has served as a conduit for terrorist activity."

"At a time when we should be beefing up security at our ports, this proposed transaction would potentially leave our port gateways even more exposed and at greater risk of infiltration by those that would cause harm to the United States."

"In fact, as an OPEC member during the 1973-74 oil embargo, the United Arab Emirates has already demonstrated its willingness to leverage its control of our key strategic assets in order to cripple our economy and threaten our national security."

"Mr. President, rather than threaten to veto legislation that would stop this unwise sale, remove the veil of secrecy over CFIUS. And instead of kowtowing to the multinational corporate community and Middle East oil interests, listen to the American people on this. They're dead-on-right!"



INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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February 23, 2006

VIA FACSIMILE

The Honorable George W. Bush
President of the United States
The White House
1600 Pennsylvania Avenue, NW
Washington, DC 20500

Dear Mr. President:

Are you listening? The public outcry to the sale of our port operations to a company owned by the United Arab Emirates has been deafening. Congressional leaders of your own Party have voiced strong opposition to this deal. Yet you continue to assure the American public that this will not compromise our homeland security.

As the largest transportation union in the United States and one who represents thousands of Teamster members that work in and around our nation's ports, I am writing to express the Teamsters Union's strong opposition to the sale of P&O Ports' U.S. terminal operations to Dubai Ports World. This transaction, approved by the Committee on Foreign Investment in the United States (CFIUS), puts our port gateways under the control of a company based in a country that has served as a conduit for terrorist activity.

According to recent press reports, the White House will now embark on an aggressive campaign to brief Members of Congress on the "details" of this deal. I think it is abundantly clear that the majority of the Congress has already made up their minds and no amount of explanation is going to change that dynamic. I would suggest that your time would be better utilized by conducting an internal investigation into how this sale got approved by CFIUS in the first place - without your knowledge, Treasury Secretary Snow's knowledge, where CFIUS is housed,

JPH/fpm

James P. Hoffa
General President

AP WIDE WORLD

Terminal Operators' Role

Department of Homeland Securities (DHS) officials claim that a port terminal operator, such as Dubai Ports World, would have control over nothing more than the operation of some of the cargo terminals, but that is inaccurate at best. Not only does the terminal operator assume control of a docked ship, it is privy to secret security plans for the port.

The Coast Guard controls security when a cargo ship is in the water, and while the boat is docked and in the process of being unloaded, it's under the U.S. Customs and Border Protection's jurisdiction. Once the goods are off the ship and on the dock, security is the sole responsibility of the terminal operator.

Plans for port security are reviewed by the Department of Homeland Security, while the execution of these plans is the terminal operator's responsibility. These plans are classified. When a foreign government gains control of the port terminal, it gains access to these secret plans.

Many security experts believe that it's not far-fetched to think that terrorists might gain key knowledge to port operations and layouts through private or state-owned foreign companies.

"If this deal had gone through, the Dubai government would have had a blueprint of our security plans," Hoffa said. "I'm all for strategic partnerships and coalitions with governments across the world, but why the federal government doesn't recognize the danger in providing a foreign country with secret plans to our ports' security operations is beyond comprehension."

Rolling Down

The grim benefit of the Dubai Ports World deal is the attention it has cast on the security gaps that exist at our nation's ports, such as the preponderance of unchecked containers, the need for higher fences and Coast Guard cutters patrolling our harbors.

One underreported security gap is the reliance on port truck drivers who move millions of containers to and from our ports and railyards. These workers have unfettered access to our nation's ports and are, generally, recent immigrants who are very poorly paid and receive no worker benefits.



GETTY IMAGES

"This is a bad situation in itself," Hoffa said. "What's more, a majority of the drivers are close to or in bankruptcy because the expenses of buying their trucks, paying for vehicle maintenance, insurance and other related expenses, and dealing with rising gasoline prices."

These dire economic conditions have bred constant turnover among drivers. New faces enter the ports every day, willing—but struggling—to earn a living. As a result, driver security is so lax that the port industry has no more than wildly varying guesses at how many drivers haul containers: The ports of Los Angeles/Long Beach estimates 30,000 drivers, while the Port of New York and New Jersey estimates 300,000.

And the disarray will continue, as the president of one of the largest port operators in the U.S., Maersk Lines, estimates that the volume of imported containers has risen 30 percent in the past three years just as the number of drivers has decreased by 30 percent.

The Weakest Link

"Port drivers work at the mercy of the large ocean shippers, waiting in line sometimes for hours—without pay—to receive a container," Hoffa said. "Most of these port truck drivers are owner-operators, but in name only—they're treated very much like employees."

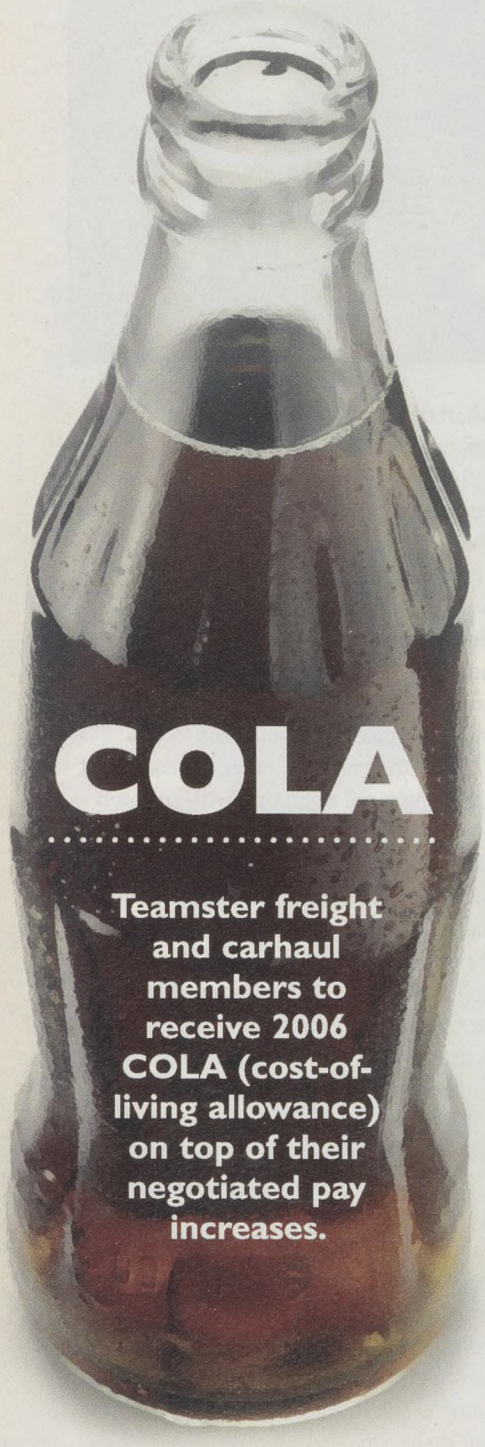
Indeed, a port driver's hours of work are determined by his or her employer—often a drayage company that contracts with a port operator, such as Dubai Ports World. If a driver chooses not to work certain hours, he or she risks retaliation, including being sent home for the day to being boycotted from the port. The result is a vulnerable, transient workforce.

According to ABC news, thousands of port drivers are operating with counterfeit drivers' licenses and criminal records. Thousands more are operating without insurance, legal immigration status and Hazmat endorsements; many also have phony medical certificates and operate unsafe trucks that are grandfathered exempt from EPA emissions regulations. In many cases, they are in violation of hours of service regulations.

"This is an unfortunate situation created by the deregulation of the port industry," Hoffa said. "For enhanced security, for increased efficiency and productivity, we must stabilize the group of drivers that haul containers, insure that they have background checks, proper licenses and endorsements. We must also insist that they are hired with legitimate employee status by legitimate motor carriers and that they earn a sustainable wage."

A Contract With Some "POP"

Freight, Carhaul Members to Receive COLAs



Teamster freight and carhaul members got some relief from inflation when they opened their paychecks this spring.

Teamsters under the national freight contract received a cost-of-living allowance (COLA) of about 10 cents per hour on top of the negotiated increase of 45 cents per hour, while members under the national carhaul contract will receive a COLA of about 21 cents per hour on top of their negotiated 40 cents per hour increase.

"This is good news for our freight and carhaul members," said Jim Hoffa, Teamsters General President. "When we negotiated these contracts, we put teeth into the COLA provisions so that they would provide security to our members. We're seeing that pay off now."

Members covered by the 2003-2008 National Master Freight Agreement (NMFA) were due the COLA under Article 33 when the scheduled hourly and mileage increase took place on April 1, 2006.

Members covered by this agreement were eligible for an annual COLA in 2006 that allows a one cent ($0.01) per hour and .25 mills per mile increase for every .2 increase in the Consumer Price Index (CPI-W) in excess of 3.0 percent and at least totaling 5 cents. Reaching an index level of 194 in January 2006, the CPI-W increased 4.1 percent since January 2005 that translates to the following COLA increases:

- 10 cents per hour; and
- .25 cents per mile (or a ¼ penny).

These increases are in addition to the negotiated increases per the 2003 NMFA settlement which are effective April 1, 2006;

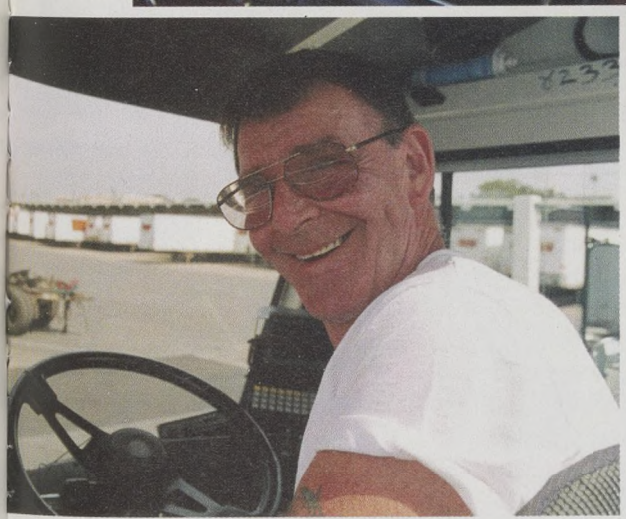
- 45 cents per hour; and
- 1.125 cents per mile.

This means that hourly wages are scheduled to increase by 55 cents per hour and 1.375 cents per mile on April 1, 2006.

This is the first wage COLA payable to freight members covered by the NMFA since 1982. The COLA in 1983 and 1984 was diverted to health, welfare and pension. In addition, the 55 cents payable on April 1, 2006 will be the largest annual increase Teamster freight members have received since 1981 when the COLA paid 77 cents.

"In 2003, we won a real cost-of-living-adjustment that protects members against





inflation," said Tyson Johnson, Teamsters National Freight Director. "The situation this past year is exactly what we had in mind when we were at the bargaining table."

Carhaul

Teamsters covered by the 2003-2008 National Master Automobile Transporters Agreement (NMATA) will be due a COLA per Article 23 when the next scheduled increase takes place on June 1, 2006.

Members under the NMATA are eligible for an annual COLA in 2006 that allows a one cent ($0.01) per hour, .50 mills per loaded mile, .25 mills per running mile and .1 percent flat or zone rate increase for every .1 point increase in the index in excess of 3 percent.

That translates to the following COLA increases:

- 21 cents per hour;
- $0.0105 per loaded mile;
- $0.00525 per running mile; and
- 2.1 percent flat or zone rate.

Frozen rates and driveaway hourly, mileage rates and flat/zone rates will be increased in a similar manner.

These increases are in addition to the negotiated increases per the 2003 NMATA settlement effective June 1, 2006:

- 40 cents per hour (includes drivers, yard, service and office);
- $0.02 per loaded mile;
- $0.02 per frozen mile;
- $0.01 per running mile; and
- 2 percent flat/zone/shuttle/incentive/loading and unloading or other wage rates (includes tool allowance and all other monetary items in the Supplements including skid drops).

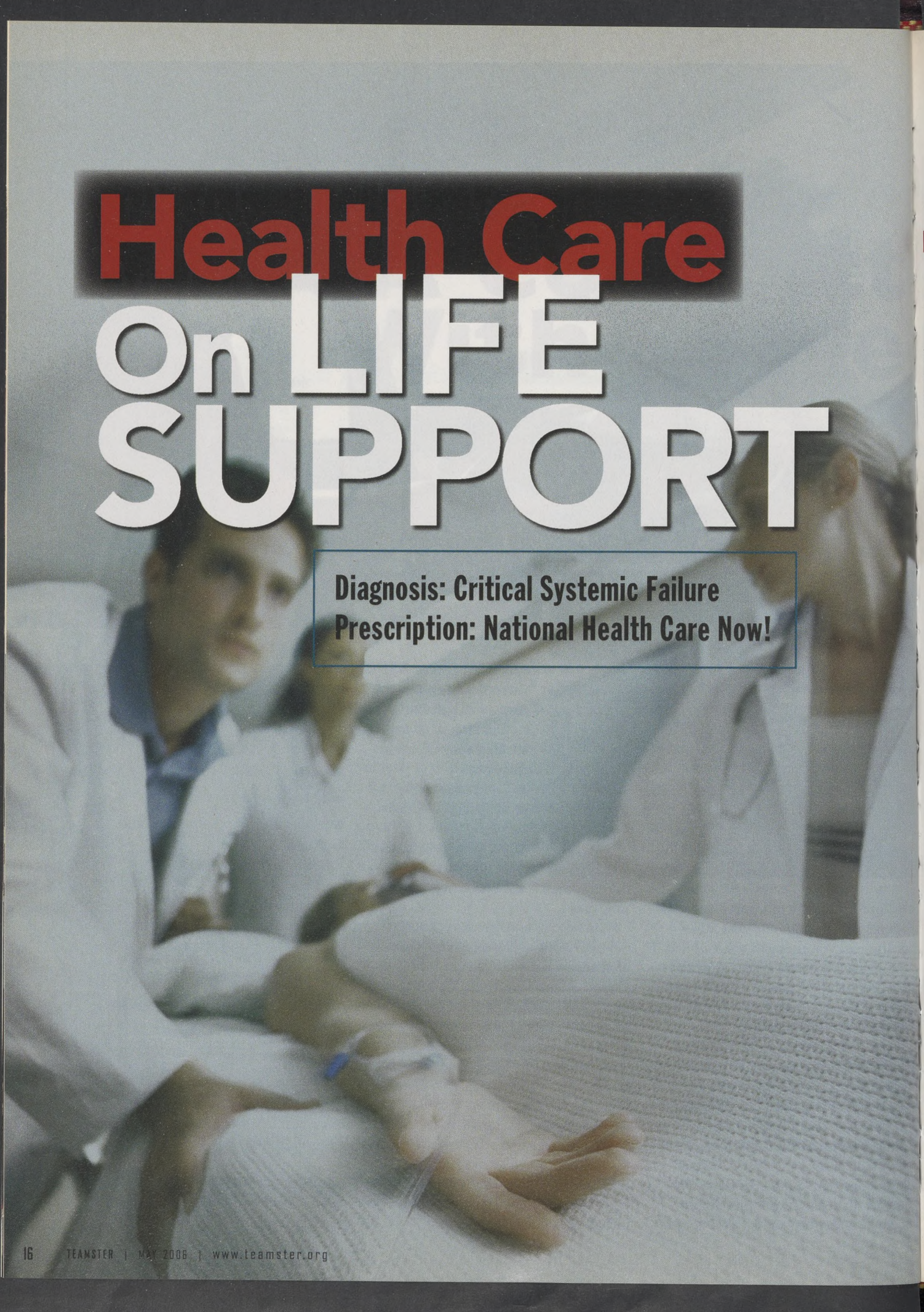
"In 2003, we won a real cost-of-living-adjustment that protects members against inflation. The situation this past year is exactly what we had in mind when we were at the bargaining table."

— TYSON JOHNSON, TEAMSTERS NATIONAL FREIGHT DIRECTOR

This means that hourly wages are scheduled to increase by 61 cents per hour and 3.050 cents per loaded mile on June 1, 2006.

"We worked hard to negotiate these provisions for our members," said Fred Zuckerman, Teamsters Carhaul Division Director. "Our members have given some employers concessions the past two years. This COLA will protect us going forward. It's time to get something back for our members."

COLA information for UPS Teamsters is not known at this time because COLAs are determined on a May to May calendar basis. That information will be released in June of this year.



Health Care On LIFE SUPPORT

Diagnosis: Critical Systemic Failure
Prescription: National Health Care Now!

Thanks in large part to anti-union corporations and politicians, working families are increasingly under siege. Good union jobs are getting harder to find—some are being shipped overseas, others disappearing—and Wal-Mart McJobs are taking their place. The Bush-appointed judiciary is stripping away basic rights that union members have fought for decades to win. Wages are stagnating and everything else is getting more expensive. Retirement security is starting to sound like an oxymoron with efforts underway to privatize Social Security, defined benefit pensions being replaced by 401(k)s, underfunding at the Pension Benefit Guaranty Corporation and the problems facing multi-employer pension plans.

After reading that list, you might be thinking, "Well, at least I have my health." You'd better hope you do because health care in America is its own crisis altogether.

As Teamsters, we have far more protections from of these problems than non-union workers. Teamster members have negotiated strong contracts that guarantee that employers cannot unilaterally make changes to these things; they have to negotiate with us.

However, we have a big stake in all of these struggles. With working families losing battles to hold on to what they have earned, labor's enemies are now coming after our benefits. As members of the Teamsters Union, we are in the best position to fight off these attacks. We have the power through our union and through the Change to Win federation to help shape the agenda of our country.

Protecting our Future

Over the years, our victories have helped improve the lives of all working families in America and we cannot allow these victories to be taken away. The battle over the future of health care is one of the most important that we face. It has been obvious for quite some time that the health care system in our country is broken. President Clinton tried to address the problem more than a decade ago, but the insurance and pharmaceutical lobbies made sure his plan went nowhere.

"The health care crisis contributes to the export of our manufacturing base. It's the cause of strikes. It's pulling wages and family income down. We need a national health care system, and we need it now." – JIM HOFFA, TEAMSTERS GENERAL PRESIDENT

Since then, the problems have only grown worse. The overall cost of health care in America has doubled and the number of uninsured Americans has continued to rise. With things reaching a boiling point, President Bush and others are starting to propose solutions. Unfortunately, most of the solutions out there will not truly fix the problems—and may even make them worse. That's why we, as Teamsters, need to speak up and make sure that the interests of working families are considered and protected.

The primary problem in health care is one of cost. Health care spending in this country is skyrocketing out of control. There are no checks in place to reign in these costs. Because of the government's pro-business agenda, pharmaceutical companies and HMOs are allowed to do whatever they want.

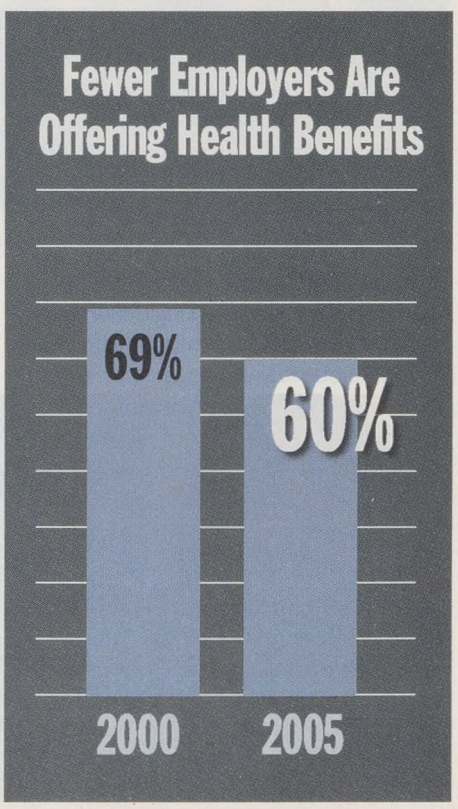
"The reality is that the entire health care system is in crisis and it's dragging all of us down. Health care costs are destroying our nation's economic edge," said Jim Hoffa, Teamsters General President.

$2,000,000,000,000

In 2005, America spent more than $2 trillion on health care. That's $6,683 per person, according to a recent report by Health Affairs, a health policy journal. In 1993, America spent only $916 billion. By 2015, the report predicts that spending will just about double to more than $4 trillion and one out of every $5 spent in this country will be spent on health care. Those are dollars that could be spent on education, housing, savings, retirement investments, bridges, highways and roads. Pretty soon, America won't have money left for anything but health care.

Despite these increases—and maybe even because of them—fewer and fewer people actually have some type of health coverage. Today, there are 46 million Americans without insurance. That's more than 15 percent of the population. In 2000, it was 39 million and, back in 1987, it was 31 million, according to the U.S. Census Bureau.

Rising health care spending can actually push more people into the ranks of the uninsured according to economist Paul Ginsburg of the Center for Studying Health System Change when interviewed by *USA Today*. "The more expensive



our system becomes, the bigger the gap between the health care haves and have-nots," Ginsburg said.

Russian Roulette

With wages stagnating and housing, food, gas, college tuition and other costs increasing, many families simply can no longer afford health coverage. So, they are playing Russian roulette instead, hoping that they can stay healthy.

Unfortunately, the data says that the poor are more likely to need more health care. Since they are also less likely to have insurance, the public gets stuck with their tab.

The United States spends almost twice as large a share of its economy on health care as other rich countries do, yet it still has lower life expectancy and 46 million uninsured people, according to a study by the Organization for Economic Cooperation and Development.

America is spending more and more on health care to cover fewer and fewer people poorly.

Rising Costs

Health care premiums have been increasing at double-digit percentage levels since the start of this millennium. The good news is that in 2005, the increase dropped to single digits for the first time in six years, but at 9.2 percent the increase still just about tripled inflation, according to the annual Kaiser Family Foundation survey.

Premiums for family coverage are now more than $10,000 a year; single coverage premiums are at $4,000. Workers with family coverage are now paying $2,700 a year and those with single coverage are paying more than $600 a year. In addition, all are paying higher deductibles and co-payments for services and prescription drugs.

Employers have also faced a 75 percent increase in average premiums over the last decade, according to the Bureau of Labor Statistics. So they are taking action. Fewer and fewer companies are offering health coverage to their workers. In 2000, 69 percent of employers offered some type of coverage to their employees. By the end of 2005, that number had dropped to 60 percent.

Those that continue to provide coverage are shifting more and more of the costs onto their employees. Workers are seeing their monthly contributions eat away at their wages. Their contributions for health costs have doubled since 2002, according to a study by Hewitt Associates.

Wal-Mart on Medicaid

One of the more disturbing reactions by corporate America to these increasing costs is being pioneered by Wal-Mart, not surprisingly. Wal-Mart's idea of providing health coverage to its workers is to help them fill out the forms so they can enroll in Medicaid, a program designed to help those in poverty have access to health care.

Unfortunately, Wal-Mart is not alone. Big business, which fought against the creation of Social Security, Medicare and Medicaid, is now using those very programs to replace their own benefit packages. Facing pressure from foreign competitors, some companies are cutting back on pensions and health care, forcing government programs like Medicaid and the Pension Benefit Guaranty Corporation to fill the void—and taxpayers to foot the bill.

To combat this trend that is eroding tax revenue bases at the state and local level, some state legislatures are taking up bills to require employers of a certain size to provide health coverage for their employees. One such bill, largely aimed at Wal-Mart, was recently passed in Maryland. But these are only stop-gap measures.

Striking Back

Like all workers, union members are facing pressure on health care too. The cost of health coverage is the biggest cause for negotiation breakdowns and strikes according to a labor expert at UCLA.

- Teamsters went out on strike in February at Sikorsky Aircraft in Connecticut over the company's proposal to double health care co-payments in the first year of the contract and to hike them an additional 15 percent over the next two years;
- In December, 33,000 New York City transit workers rejected a contract that would have required them for the first time to contribute part of their salaries toward health care premiums;

"I've worked without health insurance before and it's a scary feeling. When you don't have health insurance, you don't go to a doctor even if you're sick. That's not the way it should work. It feels good to have a health plan that's always there not only for me, but my daughter."

— WENDY BOUWENS, ANCHORAGE, ALASKA, MEMBER OF LOCAL 959 AND DRIVER FOR WEAVER BROTHERS





"My Teamsters' health care program is great. I've never had any trouble with my health care, but I know a lot of nonunion people who have."

— MARISOL CRUZ, CHICAGO, MEMBER OF LOCAL 781 AND AIR CANADA EMPLOYEE

■ Employees at Macy's department stores recently authorized a strike over proposed increases in health care costs; and
■ Boeing workers struck in order to decrease premiums for some medical insurance plans.

And, of course, there is the crisis in the auto industry. With foreign competition eating away at their market share and their profits, U.S. automakers are trying to become more competitive by reducing labor costs. It's easier and faster to do that than to correct decades of mismanagement.

Canadian System

General Motors, which spends more on health care for its workers than on steel, paid out about $5.8 billion for health care in 2005. GM estimates that it spends $1,500 in health care costs for every car that it produces. Its nonunion and foreign competitors, who either do not provide coverage or can rely on national coverage, can spend as little as $200 per vehicle on health care.

That competitive disadvantage largely explains why the Big Three automakers have eliminated or announced plans to eliminate nearly 140,000 jobs since 2000.

GM's chief executive, Rick Wagoner, realizes that this issue will not go away until the government takes action. The "health care burden" affects every business as well as government and affects the ability to grow jobs and the economy, said Wagoner, who has urged Washington to be "more proactive on health care."

"American business would be better off if there were a national health insurance system like Canada's," said Theda Skocpol, a Harvard professor. "Costs would be easier to keep down and there would be more flexibility. Workers wouldn't be keeping their jobs to keep their health benefits."

While Teamster members can feel fairly safe because of their contracts, Teamster employers are just as greedy as other employers. Last year, Coke tried to shift 25 percent of its monthly premiums onto its Teamster members. But the workers stood up to Coke and rebuffed its efforts. But this problem isn't going away.

Savings Account Scam

Things will only get worse if President Bush's Health Savings Account (HSA) proposal is enacted. HSAs are similar to 401(k)s for health coverage—and, under Bush's plan, they will replace employer-based insurance the way defined contribution pensions are replacing defined benefit pensions.

The accounts favor the healthy and rich at the expense of the poor and the sick. The only people in favor are employers eager to shift costs onto workers, the banks, which will collect management fees, and health plans. They are not even good for the government. HSAs will cost the U.S. Treasury $59 billion over five years and $156 billion over 10 years.

Once again, Bush's vision of an "ownership society" is one where the rich own everything and have all of the options, while the majority of Americans take on all of the burden and risk.

A Basic Right

The only real solution to this crisis is national health care. Health care should be a basic right for all Americans. Meeting such a basic need should not force government budgets, companies and workers into the red. As the crisis grows, more and more Americans, workers and corporate leaders alike, are calling for the government to take action.

"The employer-based health care system is crumbling," Hoffa said. "The health care crisis contributes to the export of our manufacturing base. It's the cause of strikes. It's pulling wages and family income down."

"We need a national health care system, and we need it now," Hoffa said. "The crisis in health care is clear to everyone except the current administration. Today, 46 million Americans are without health care. The federal government must step in and address this situation."

The cards are stacked against American companies as they try to compete with low-cost, low-wage foreign producers. Neither corporations nor workers can afford the ever-increasing costs of heath care. This is an issue that unites union members and employers alike. Saving health care for all Americans is everyone's issue. And the Teamsters will once again lead the fight.

"All the time on my route, I hear people saying they've got to go to the hospital but can't afford it. As a nation with so many resources, I think it's terrible that people can't get the health care they need. When I walk into a drug store, every time I go, the pharmacist tells me that I have excellent health care. I'm blessed because I don't have to worry, but the nation needs a program that makes it affordable for everyone. We've got to do something as a nation."

— WANDA MAYES, GREENSBORO, MEMBER OF LOCAL 391 AND UPS PACKAGE-CAR DRIVER





Righting Wrongs

Laidlaw Paratransit Drivers Join Local 391

Despite Laidlaw Transit Services, Inc.'s vicious anti-worker, anti-union campaign, drivers in Durham, North Carolina stuck together and voted to join Local 391 in Greensboro.

The drivers voted 19-12 to elect Local 391 as their bargaining representative, despite the company's scare tactics that tricked many workers into not voting. There are 40 drivers in the bargaining unit.

"Working at Access in Durham, which is operated by Laidlaw Transit, has been very stressful for many of the drivers who transport the special needs population around Durham," said Steve Jones, Local 391's Organizing Director. "Pay and respect were the workers' main issues."

'All-Out War'

"Once management got word of the drivers' desire to organize, they waged an all-out war," Jones said. "First, they conducted a series of one-on-one meetings, interrogating, intimidating and threatening drivers by stating that 'joining the Teamsters will make every area of their working life more difficult.'"

Then, Laidlaw management looked for reasons to fire or suspend union supporters. Two union supporters and two other drivers were fired for getting into accidents. The company held mandatory meetings weekly where they showed anti-union videos and had various company officials giving anti-union speeches.

The company even told drivers that if they wanted the union they did not have to vote. Management alleged that if workers did not vote, it was the same as voting yes for the union. Approximately 25 percent of the 40 drivers did not vote. Many of those who didn't vote had signed both the authorization petition and a "vote yes" petition.

'No Say Whatsoever'

"Right now we have no say whatsoever in the contract—we're totally out of the process," said Marie Hill-Faison, who has worked at Laidlaw for four years. "Laidlaw has a contract with the city, and we should receive some of the benefits that city workers receive."

According to Hill-Faison, Health care coverage is unaffordable, workers don't get any sick days, and vacation accrues too slowly. She wants to fight for consistent, fair work rules and conditions.

"Management tells us to look at other companies that also don't provide decent pay and benefits, but I say that two wrongs don't make a right. We deserve fairness," Hill-Faison said. "We tell them we don't have any sick days and their answer to us is, 'use your vacation days.' That's not right."

Charges Pending

"We have filed several unfair labor practice charges and the National Labor Relations Board (NLRB) has already started an investigation," said Jack Cipriani, President of Local 391. "We will not let employers get away with these illegal scare tactics."

Cipriani said Local 391 will work hard to address the workers' issues.

"We look forward to providing the drivers at Access with effective representation and we will work hard to negotiate a strong contract," he said. "The fight continues."

"Management tells us to look at other companies that also don't provide decent pay and benefits, but I say that two wrongs don't make a right. We deserve fairness."

— MARIE HILL-FAISON

BMWED

South Kansas-Oklahoma Railroad

By a strong majority, maintenance of way workers at South Kansas-Oklahoma Railroad voted to be represented by the Brotherhood of Maintenance of Way Employes Division of the Teamsters Union (BMWED).

"We have a terrific group of new members at this short line railroad," said Tim McCall, Director of Organizing for the BMWED. "They were enthusiastic when they first contacted us about obtaining union representation and they have kept it up ever since. I commend these members for staying focused to win this election and the right to bargain for better wages, benefits and stability in the workplace."

South Kansas-Oklahoma railroad is a freight railroad that operates in southeastern Kansas and northeastern Oklahoma. These maintenance of way workers build, repair and maintain approximately 244 miles of track, and also make repairs to bridges and buildings for the railroad.

"We are certainly very pleased to welcome these new members and look forward to a productive relationship," said Fred Simpson, BMWED President.

LOCAL 600

Advance Logistics

Shuttle drivers and spotters who work under contract for Procter & Gamble in Jackson, Missouri voted to join Local 600 in Maryland Heights, Missouri.

"The 46 workers at Advance Logistics are seeking fair pay, affordable health care and they want their seniority recognized," said Dan McKay, President of Local 600.

"The workers are also seeking strong representation," McKay said. "The company has been able to do anything it wanted and these workers had no say. We will work hard to negotiate a strong contract for these new Freight Division members."

LOCAL 238

Law Enforcement

Law enforcement professionals at two agencies, who are seeking a stronger voice on the job, recently voted to join Local 238 in Cedar Rapids, Iowa.

In the most recent victory, 95 percent of the 40 deputy sheriffs, dispatchers and jailers with the Hamilton County Sheriff's Office voted to elect Local 238 as their bargaining representative.

"They are concerned about the rising cost of health insurance and they are seeking a fair salary," said Gary Dunham, Secretary-Treasurer of Local 238. "They also want a fair discipline process."

In the earlier win, eight officers with the Wilton Police Department chose Local 238 as their bargaining representative. The officers had similar concerns as the workers in Hamilton County.

LOCAL 135

Linde Gas

Drivers and a mechanic for Linde Gas in Indiana have voted to join Local 135 in Indianapolis.

"A big help in this campaign was that the Linde Gas workers talked with Praxair Teamsters at the same terminal about why they should go with the union," said Jerod Warnock, an organizer with Joint Council 69 in Indianapolis. "That's a large part of why they decided to form a union with the Teamsters."

The drivers of cryogenic gas tanks and the mechanic wanted to be Teamsters because Linde Gas had just taken over operations from another company and the workers wanted job protections.

Among the biggest issues was the workers' desire for performance pay as opposed to pay based on miles and hours.

JOINT COUNCIL 25

Pace Northwest

More than 200 Pace Northwest bus operators and maintenance workers in Des Plaines, Illinois overwhelmingly elected the Teamsters as their new union. There are 211 workers in the new bargaining unit.

"I am very happy the Teamsters were chosen," said Bonnie Baur, a bus operator at Pace Northwest. "With the Teamsters on our side, a lot of great changes will be coming to Pace."

The workers cited many reasons for their unhappiness, including a general lack of representation, concessionary contracts and no real retirement plan.

A committee headed by Joint Council 25 Organizing Directors Mike DiGrazia and Bill Logan campaigned tirelessly since filing for an election six months ago.

"We had a fabulous committee that was fed up," DiGrazia said. "They endured some very heavy handed tactics, but the committee took the time to get information out there and allow the workers to make an educated decision.

LOCAL 662

Cadott Police

Police officers seeking relief from skyrocketing health insurance costs have joined Local 662 in Eau Claire, Wisconsin.

The officers with the Cadott, Wisconsin Police Department received voluntary recognition, and Local 662 won the officers a contract retroactive to January 1. The contract also includes a pay raise and other benefits, but health care was the main issue.

"The officers had been represented by the Wisconsin Professional Police Association, which had nothing to offer the officers when it came to out-of-control health care costs, which eroded their take-home pay," said John Kaiser, Local 662 President.

As Teamsters, both the officers and the village of Cadott save money because the officers are now covered under the Central States Health and Welfare Fund.

"The officers had been paying $100 per month toward their health-premium costs," Kaiser said. "As Teamsters, they now have enhanced coverage—vision, dental and short-term disability coverage. The employer has agreed to pay 100 percent of the premium cost, including deductibles and out-of-pocket costs for the officers. The employer also will pay deductibles up to $1,500 for prescription-drug coverage. Even with all that, the employer saves $650 per month."

Local 662 already represents the village's public works employees.

"We are in contact with officers from other communities who now realize the benefits of joining the Teamsters," said David Reardon, Local 662's Secretary-Treasurer.



WOMEN At The Helm

FEMALE ENGINEERS BRING DIVERSITY TO MALE-DOMINATED CRAFT

The Massachusetts Bay Commuter Rail Company (MBCR), which serves Boston and its outlying suburbs, boasts nine female locomotive engineers. All are members of the Brotherhood of Locomotive Engineers and Trainmen (BLET), a division of the Teamsters Rail Conference. It's one of the highest concentrations of female engineers in all of the BLET, and particularly unusual in this male-dominated craft. Most of the female members come from a family of railroaders and unionists. Each brings a special love of the rails to their job and to the challenges they face.

"I have been working here since 1989," said Donna Rebello, a member of BLET Division 57. "I started as a trainman where I began collecting tickets. I had just been laid off from a retail job and this job paid much better. Currently, I run two trips a day out of Boston's South Terminal to Needham.

"I've heard other people say it was a lonely job, but I like it," Rebello said. "Nothing is distracting me. It is refreshing to go and do my thing. For the most part you are on your own and I like that part of the job."

Margo Storsteen, a 13-year BLET member, has worked a variety of union jobs: ship yards, garment industry, machinist. Her father was as Teamster truck driver in Seattle. She feels that keeping the job in perspective can be difficult.

"You can't let the job take over your life," she said. "The hours that we work can turn it into a very stressful job. Sometimes we are running the train with no visibility—in



"For many years our union has actively reached out to diverse segments of the population. The facts are that female members make excellent engineers and trainmen and are widely accepted as beneficial to the workforce."

—BILL WALPERT, BLET NATIONAL DIVISION, SECRETARY-TREASURER





heavy snow or rain. We run the commuter trains on a combination of Amtrak and CSX track. Each of these has their own set of rules, speeds and precautions.

"I get up at 4:30 a.m. which is late," Storsteen said. "You can be away from home 14-15 hours of the day. No one has the same hours and a lot of times you are all by yourself."

Meeting the Challenges

Despite the long hours and relative isolation on the job, most of the women felt a strong sense of satisfaction that they bring a different, and needed, set of skills to the job.

"We have a great group of female engineers on the MBCR," said George Newman, Local Chairman of BLET Division 57. "We are lucky to have these women who take their jobs very seriously, but also have a good time while doing it."

"As women, we bring teamwork and communications skills to this job," Storsteen said. "It's great to see more women working here now than when I started. We have more women of color, too. In the past there was just one woman in every engineer training class. Currently we have three. There is no good reason not to hire women for this job."

"Part of our challenge is keeping up with the equipment—knowing what it is going to do," said Sue LeTourneau, a BLET member for 16 years. In 1990, LeTourneau started work as a tower operator where she lined switches and signals and processed paperwork. She has two brothers who are locomotive engineers on the same line and another brother who is a yardman/clerk.

"I am one of those people who get my hands dirty," LeTourneau said. "I figure out what's what. When we have breakdowns, I need to know how to keep the engine running. Many of our engines are being rebuilt with new rewiring and safety features."

Staying Alert

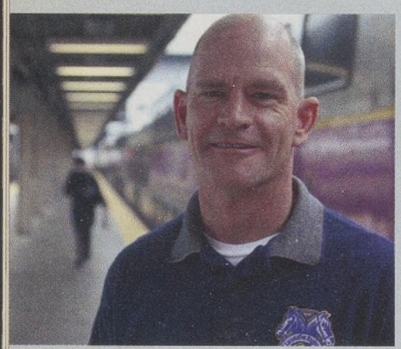
"Nothing is the same each day," said Melissa Standberry, an eight-year BLET member and engineer since 2000 who worked a 9-to-5 job before hiring onto MBCR. "The personalities, the railroads, no day is the same. With each equipment change I need to think about the different engineers who will be running it next.

"We have been on security alerts," Standberry said. "When we are on alert

Human Rights Advocate

Making Sure Members' Concerns are Heard

In 2004, the first member of the Brotherhood of Locomotive Engineers and Trainmen (BLET) was appointed to the Teamsters Human Rights Commission (HRC). Bill Munger is Local



Chairman of the BLET Local Division 439 and works for CSX railroad outside of Boston. Munger has been active in the rail industry for nearly 30 years, following in the footsteps of his father, grandfather and great-grandfather.

"I come from a large railroad family," Munger said. "My brother works with me here on CSX."

Munger himself began as a fireman in 1976 and was promoted, after training, to engineer in 1978.

"I volunteered to be part of the Teamsters Human Rights Commission to make sure that the voices of our members are heard," Munger said.

Promoting Diversity

The Teamsters Human Rights Commission was established to:

- Assist local unions in promoting diversity;
- Eliminate all forms of discrimination that divides workers on the job, in society and in the union;
- Sponsor conferences that bring together groups to help celebrate their contributions to the fabric of the union;
- Encourage Teamster participation in national events like Martin Luther King Jr. Day celebrations;
- Develop educational materials on topics such as sexual harassment, the Americans with Disabilities Act and other forms of discrimination; and
- Foster unity and strength among all members.

"As an HRC commissioner, I assist in implementing the program throughout the BLET," Munger said. "We promote diversity in Teamster membership and work towards eliminating all forms of discrimination in the workplace. We also sponsor conferences that bring together groups to help celebrate their achievements. The Teamsters Women's Conference that was held last year in Niagara Falls, Canada was a good example. I met many of my Teamster sisters and learned more about the diverse issues we all deal with in the workplace."

Protecting Rights

"I am very pleased that our newly-merged unions are participating in our Human Rights Commission work," said Cheryl Johnson, Director of the HRC. "We are a union of advocates. It's crucial that all of our members' voices are heard and their rights in the workplace are protected."

"Being a member of the Teamsters Union now gives us added strength and power when we go out into the community," Munger said. "Any of my brothers and sisters in the BLET who are concerned with women's, Hispanic, black or gay and lesbian rights on the job should volunteer to help with their local area human rights committee."

"We are truly fortunate to work under a collective bargaining agreement that protects our wages and benefits," Munger said "But we still have to be vigilant and make sure all of our rights are honored."



there is more security around, more police, even dogs. We are more mindful."

"Since September 11, we have had more security policies about suspicious packages and evacuations," LeTourneau said. "We had some training, too. Once we did an evacuation simulation with 150 fake passengers."

"I think our safety courses have helped us lower the dangers," Standberry said. "And if I can see a better way of doing things, I will voice it."

"Since September 11, it has become increasingly important for locomotive engineers and trainmen to be vigilant for security threats on the railroad," Newman said. "We are the eyes and the ears of the industry. The Teamsters rail conference's Safe Rails Secure America initiative has recommended that rail carriers need to do more to strengthen rail security, including providing our members with the train-



"It's good to be a Teamster—part of something bigger. BLE was big, but the Teamsters, well, everyone knows the Teamsters. I'd like to see more women joining the club and it's good to see us getting recognized."

—DONNA REBELLO, BLET DIVISION 57

ing necessary to recognize and report potential threats to rail passengers and property."

Fresh Perspective

Since 1980, the BLET has seen its percentage of female members grow. Bill Walpert, Secretary-Treasurer of the National Division, attributes this change to the railroads finally becoming sensitive to workplace diversity.

"We are delighted to have so many more women becoming active members of the BLET. For many years our union has actively reached out to diverse segments of the population," Walpert said. "The facts are that female members make excellent engineers and trainmen and are widely accepted as beneficial to the workforce."

"You don't have to be a male to do this job," said Ann Marie LeBlanc, a BLET member since 1989 and an engineer since 1993. "There are more women being hired now. I think it's the best job. You are up at 3:30 a.m. and done by 2:30 p.m. We can do things just as well as men—sometimes better."

"We have gone through a lot to get here," Storsteen said. "The more women there are, the better we all do.

"I have seen more women come through the ranks," LeTourneau said. "First as trainmen and conductors and dispatchers. I got my foot in the door and worked my way up."

Union Strength

The merger with the Teamsters was a good move, according to LeTourneau. "I like the strength behind me—the BLE was good, but today, with companies trying the break the unions, it's more secure to be part of something larger."

"We needed the backing of the Teamsters to advance ourselves." Standberry said. "The best part of my job is running the engines every day. I love it and my coworkers."

"I was able to attend the Teamsters Women's Conference last year," Storsteen said. "It gave me a glimpse at the variety in the union. The Diamond Walnut workers were inspiring."

"It's good to be a Teamster—part of something bigger," Rebello said. "BLE was big, but the Teamsters, well, everyone knows the Teamsters. I'd like to see more women joining the club and it's good to see us getting recognized."

In addition to the Teamsters Women's Caucus, there are three other Teamster caucuses: The Teamsters Hispanic Caucus, The Teamsters National Black Caucus and the Teamsters Gay and Lesbian Caucus. Information on the Teamster caucuses can be found at www.teamster.org



A Secure Future At Certco

Local 695 Protects Pensions, Health Care

When Benito Acosta found out that the highest levels of the Teamsters Union were joining together with the leadership of Local 695 in Madison, Wisconsin to negotiate a contract with his employer, he was excited about the prospects of a new agreement.

He was right to be excited. Warehousemen and delivery drivers at Certco—a grocery distribution company in Madison—recently ratified a new five-year contract, locking in pensions, wage increases and full maintenance of benefits in an 82-31 vote. There are 154 members in the bargaining unit.

"We've got one of the best paying jobs in Madison with this new contract," said Acosta, a forklift operator at the warehouse. "And it was a better feeling knowing that we were getting help from the highest levels of the union and that people were concerned about us."

Standing Strong

In Certco's original proposal, it wanted to drop out of the Central States Pension Fund and replace it with a 401(k), take away retiree health coverage and have current employees pay a portion of health care premiums.

Management saw recent turnover at the company as a sign of weakness, believing newer members would be uneducated about the pension issue and willing to give up their defined benefits in favor of a 401(k).

Like any pension, the Teamster plan is still recovering from the stock market reversals of 2000-2003. The combination of declining participant rolls and poor stock market performance has emboldened many companies to drop their pension plans. At Certco, the union remained steadfast on the pension issue.

Local 695 has a proud tradition of negotiating their own contracts, but in this case, they had the presence of mind to enlist the assistance of the Warehouse Division.

Help from the International Union

"We wanted to put out a visible statement

that members would not settle without a pension," said John Williams, Warehouse Division Director.

The Teamsters Union developed informational leaflets to mobilize members and drafted letters to Certco customers informing them of a potential labor dispute. The local union, through its network of stewards and key members, used the fliers to make sure that the message was clearly delivered.

The union also sent Port Division Representative Jaime Gonzalez to discuss the pension issue with Spanish-speaking members, who make up 35 percent of the unit at Certco.

When the company put forth its final proposal on November 9, the membership rejected it unanimously.

The Right to Demand

"Jaime told us something that really made an impression," said Howard Hosely, chief steward. "By being in negotiations, we had the right to beg, but voting down the first offer gave us the right to demand."

Local 695 Business Agent Larry Wedan and the rest of the local's negotiating team continued to work at the bargaining table, arguing that the Central States Pension Fund had what was necessary for the employer's continued participation.

By staying unified, members not only protected their pensions, they also improved upon the wage and benefit package in the original proposal; they won an annual 50-cent raise for the life of the contract; and maintained 100 percent employer-paid health care.

"This was really just a showing of what can be done if you use the assets available through the International Union," said Wayne Schultz, Local 695 Secretary-Treasurer. "Our local people spent hours and hours dealing with this, and having John Williams, Jaime Gonzalez, and Teamsters Vice President Fred Gegare—who is also a Trustee for the Central States Pension Fund—we were able to take whatever nonsense the employer had heard from other sources and squelch it. In the end we got a really good contract."

Wal-Mart Forced To Pay Fair Share

30 Other States Introducing Similar Legislation

Working families in Maryland scored a major victory recently when the state's General Assembly voted to override a veto by Republican Governor Robert Ehrlich and turn the Fair Share Health Care Act into state law. The law is designed to stop wealthy corporations from dumping the cost of employee health care on public programs like Medicaid.

The Fair Share Health Care Act, which passed last year by large majorities, requires businesses in the state with more than 10,000 employees to spend at least 8 percent of their payroll on employee health care or contribute an equal amount to a public health care fund. In Maryland, the only company with more than 10,000 employees not already doing that is Wal-Mart.

"Maryland has drawn a new line in the sand for corporate bullies like Wal-Mart," said Jim Hoffa, Teamsters General President. "This victory is the first step in the Teamsters' nationwide effort to enact Fair Share Health Care legislation in every state."

Wal-Mart's business model is designed to hold down labor costs through low wages and meager health care benefits. Even though the company pledged to improve its health care plan last year, the new plan is still much more expensive than those of unionized grocery and warehouse employees.



Working Together

"Workers at Wal-Mart distribution centers deserve the same high wage and benefit standards as the rest of their brothers and sisters in the warehouse industry," said John Williams, Warehouse Division Director. "The Fair Share Health Care Act is proof that by working with fellow union members and concerned citizens, we can find ways to hold Wal-Mart accountable."

The more than 30,000 Maryland Teamsters were fully active before the vote, calling their state Senators and Representatives to make sure they put the interests of working people first in their state.

Wal-Mart did not take the fight lying down. The company, which made $10 billion in profits in 2004, hired four lobbying firms to turn Maryland lawmakers against the act, and gave at least $4,000 to the re-election campaign of Gov. Ehrlich, who invited a Wal-Mart executive to sit beside him when he vetoed the act last May.

In the end, Wal-Mart's lobbyists were not powerful enough to stop the coalition of union members, health care advocates and regular citizens upset over Wal-Mart's corporate welfare. Lawmakers in Connecticut, Colorado, Florida, Kansas, Tennessee and West Virginia are expected to introduce similar legislation soon.





RISING TO THE OCCASION

Ohio Bakery Division Tackles Contract Challenges

The Ohio Bakery Division has implemented some changes to their contract-negotiating schedule with the state's three major bakers.

In the past, the 10 local unions in Ohio representing bakery workers bargained as a group with Interstate Bakeries Corporation (IBC), Nickles' and Schwebel's—the three major bakeries that service grocery stores, restaurants and smaller mom-and-pop stores in the state. Locals 20, 40, 52, 92, 114, 284, 377, 637, 908 and 957 were all part of this process.

However, with the IBC announcement of plans to file for bankruptcy in September 2004, Dave Dudas and Tom Weber, Chairs of the Ohio Bakery Division, realized the old negotiating format would probably change. When the statewide Ohio Multi-Employer Bakery Agreement expired July 17, 2005, Nickles' and Schwebel's exercise their legal option to negotiate separately citing differing views on the future of the bakery industry leaving the locals to hammer out three separate contracts.

"This has changed the process considerably," said Dave Dudas, also Secretary-Treasurer of Local 52. "But we quickly adapted and are bargaining hard and protecting the interests of our members."

The first step was to provide security for members at IBC amid the company's financial restructuring. The negotiating committee decided the best course of action was to sign a six-month extension to the old contract with IBC that ran through January 22, 2006 for all 10 locals involved in the contract. The strategy kept the company viable in Ohio while continuing to provide good-paying jobs for Ohio members while the company reorganized.

Bargaining Hard

Dudas and Tom Weber, Secretary-Treasurer of Local 114, headed the Schwebel's Baking negotiations for Locals 40, 52, 92, 284, 377 and 957. A new contract was ratified statewide by a nearly unanimous margin late in 2005.

The negotiations were tough, requiring the committee to hold firm on their issues right from the start. The mandate from the members was simple: "Hold on to what we have now—anything else will be a bonus." The management team was equally firm, demanding changes in the health and welfare benefits, including premium sharing by the employees and listing Sunday as a regular work day. Fourteen bargaining sessions were held, the last going into the early morning hours before an agreement was reached.

The local unions prevailed, keeping the no premium-sharing policy intact and retiree coverage costs were reduced and frozen until 2008. The negotiating team was also able to get a bonus for the members of base wage increases for the route sales drivers and hourly increases for transport drivers and loaders.

"We are all really happy with the contract. It's a big win" said Jim Little, a Schwebel's worker and member of Local 52 for 25 years.

Nickles' Contract

The negotiations with Nickles' for the 10 locals proved to be equally tough, but the committee was rewarded for their hard work by winning a solid contract for the members. The new contract was ratified by a 247-28 vote. The agreement features maintenance of health benefits with no co-pay for members, and wage increases and other provisions the same as those won in the new Schwebel's contract.

"We've had to change our game plan this year," Dudas said. "But it has worked out OK. We will continue to adapt our methods of bargaining as needed to maintain the members' interests as the number one priority."





CINTAS UPDATE

Teamsters Take Action Against Company's Anti-Worker Standards

Don Shuster, a freight switcher for Yellow Roadway and a member of Local 20 in Toledo, Ohio, read a story on the Teamsters' web site about discrimination charges and safety violations at Cintas. After looking into the matter, he discovered that Cintas provided uniforms at his own freight terminal.

"It's an injustice to these workers to be treated that way," he said. "We shouldn't support a company like that, especially being Teamsters."

Since that time, Shuster has posted articles in his locker room at work and discussed Cintas' poor record with terminal managers. Several of Shuster's coworkers, who previously participated in Yellow Roadway's voluntary uniform program, have turned in their uniforms. They were able to do so without violating their uniform contract or federal law because their uniforms are voluntary.

The Cintas Corporation is the largest and most profitable uniform and laundry company in North America. The company has nearly 350 facilities in 280 cities across the United States and Canada, which sell, rent or lease uniforms to more than 700,000 clients, including Delta Airlines and DHL. Every day, more than 5 million people wear Cintas-provided garb to work.

Cintas makes billions in profits, but like Wal-Mart, actually lowers industry standards for all uniform and laundry workers.

Inspiring Activism

When Local 695 member John Bayley discovered Cintas made his uniform, he became a key force in a citywide campaign to get the Madison, Wisconsin city council to drop its uniform contract with Cintas.

Bayley, a maintenance worker for Madison's metro transit system, called the city council to inquire about the uniforms and learned that the council was on the verge of approving a five-year, $350,000 contract with Cintas. Bayley then contacted the Interfaith Coalition for Worker Justice, a joint project of local labor, religious and community groups in Madison who support workers' rights.

"I asked what we could do and they said they needed a petition from us," Bayley said.

In two days, Bayley collected 43 signatures from his fellow Teamsters at the Metro Transit System—all were opposed to wearing the anti-union label. During the months of testimony and investigations into the city's uniform contract, it came to light that Cintas had broken Madison's living wage law by paying its workers less than the $9.75 required of all city contractors.

"The activism of these members is an inspiration to our entire union," said Jim Hoffa, Teamsters General President. "Their courage and solidarity is making a difference not just in the Cintas campaign, but in our collective fight to bring the power back to working people in this country."

Get Involved

If you are interested in supporting the "Uniform Justice" campaign in your community, please contact the Teamsters Organizing Department at 202-624-8718 to learn more about what steps you can take. For more information on the campaign for justice at Cintas, go to www.uniformjustice.org For more information on Cintas' dishonest business practices and customer relations, go to www.cintasxposed.org

REPORT 93 TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board
Benjamin R. Civiletti
Joseph E. diGenova
William H. Webster

DATED: March 15, 2006

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Ninety-third Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss the status of previous IRB charges about which we have previously informed you.

II. STATUS OF PREVIOUS IRB CHARGES

A. JOHN KIKES–LOCAL 78, HAYWARD, CALIFORNIA

We have previously informed you that John Kikes, International Representative and Local 78 President, allegedly brought reproach upon the IBT when, subsequent to William T. Hogan, Jr.'s permanent bar from the IBT, he had knowing and purposeful contact with him. General President Hoffa filed the charges against Mr. Kikes and appointed a hearing panel. A hearing was held September 15 and 16, 2005.

By decision of October 20, 2005, Mr. Hoffa accepted the recommendation of the hearing panel and permanently barred Mr. Kikes from the IBT or any other IBT-affiliated entity or Fund, from seeking or accepting money or other compensation from the IBT or any other IBT-affiliated entity or Fund, from participating in the affairs of the IBT or any other IBT-affiliated entity or Funds or any of its sponsored benefit plans, and from contact and association with officers, members, employees, representatives and agents of the IBT or any other IBT-affiliated entity or Fund.

Counsel to Mr. Kikes notified the IRB that Mr. Kikes wished to appeal the IBT decision. Upon review of the appeal documents from counsel and the Chief Investigator, the IRB notified General President Hoffa and counsel to Mr. Kikes that it found the IBT decision to be not inadequate. With regard to the IRB's January 18, 2006, finding that the IBT decision of October 20, 2005, was not inadequate in the matter of Mr. Kikes, the IRB forwarded Application 121 to Judge Preska for review. On March 8, 2006, Judge Preska ordered that should Mr. Kikes or the IBT wish to file objections to Application 121 they should do so within ten business days and any response should be filed within ten business days of receipt of such objections.

B. THOMAS RYAN–LOCAL 107, PHILADELPHIA, PENNSYLVANIA

This section relates to issues heard by the IBT during hearings in 1996 and 1999, and thereafter determined, on the charges recommended by the IRB and first filed against President of Local 107 Thomas Ryan and then against him as former President Ryan. As a background, on August 20, 1996, Joint Council 53 issued its decision that Mr. Ryan be removed from office immediately, barred and prevented from running for or holding office or working for an IBT local or affiliate for five years, and suspended from membership for five years. The IRB notified Joint Council 53 that its decision was not inadequate.

On December 10, 1998, the IRB forwarded an Investigative Report to Members of the Executive Board of Joint Council 53, recommending that Mr. Ryan be charged with, while suspended from all IBT-affiliated positions and IBT membership, continuing to be involved in the IBT national election and campaign functions. Joint Council 53's finding was that Mr. Ryan be permanently barred from all IBT-affiliated union positions, including membership in the IBT and prohibited from receiving compensation from IBT or any IBT-affiliated source. On February 18, 1999, the IRB notified Joint Council 53 that its decision was not inadequate.

In April and May 1999, then counsel to Mr. Ryan submitted an appeal memorandum in opposition to the decisions of Joint Council 53. After further review, the IRB reaffirmed its position that Mr. Ryan's claims do not provide a basis to change the IRB findings. Again, in March 2001, responding to counsel's submission presented on behalf of Mr. Ryan, the IRB stated that there was no basis to change its prior written findings. On February 23, 2006, counsel to Mr. Ryan notified the IRB of his pending lawsuit and contacts with Judge Preska for disposition of this matter. In order to provide the proper avenue for Mr. Ryan's claims, an application was made by the IRB for ruling by Judge Preska.

C. EDMUND BURKE–LOCAL 631, LAS VEGAS, NEVADA

In the last issue of the *Teamster* magazine we informed you that Local 631 Secretary-Treasurer Edmund Burke allegedly brought reproach upon the IBT and violated his fiduciary duty by failing to investigate or to act in response to Local 631 business agent Frank Incandella's repeated admissions that he had contact with Dane Passo in violation of the Consent Order after Passo was permanently barred from the IBT. Mr. Hoffa filed the proposed charges, appointed a hearing panel and scheduled a hearing for April 4, 2006.

D. ROBERT RILEY–LOCAL 714, BERWYN, ILLINOIS

On November 9, 2005, the IRB issued an Investigative

Report to General President Hoffa concerning Local 714 Director of Organizing Robert Riley. The Report recommended that Mr. Riley be charged with bringing reproach upon the IBT and violating his membership oath when he, subsequent to November 17, 2003, had knowing and purposeful contact with William T. Hogan, Jr., who had been permanently barred from the IBT on May 29, 2002. Mr. Hoffa filed the charges and appointed a hearing panel which held a hearing on January 20, 2006.

On February 10, 2006, Mr. Hoffa adopted the panel's recommendation and reissued it as the decision of the General President. Mr. Riley is prohibited from ever reclaiming membership in the IBT or any other IBT-affiliated entity or Fund; permanently barred from participating in the affairs of the Union; permanently barred from holding Union office; permanently barred from contracting with, seeking, or holding office or employment with Local 714, the IBT or any other IBT affiliate or its sponsored employee benefit plan; permanently barred from seeking or accepting money or other compensation for any goods and services from Local 714, the IBT, or any other IBT affiliate or IBT sponsored employee benefit plan other than receipt of vested benefits to which he may otherwise lawfully be entitled by reason of prior participation in an IBT or IBT affiliate sponsored benefit plan or plans. In addition Mr. Riley is prohibited from having any contributions made on his behalf to any IBT-affiliated benefit funds by Local 714 or any other IBT-affiliated entities. Finally, Mr. Riley is permanently barred from contact and association with officers, members, employees, representatives and agents of the IBT or any other IBT-affiliated entity or Fund.

On February 22, 2006, the IRB requested of Mr. Riley and counsel to Mr. Riley to furnish any objections to the IBT decision to the IRB within two weeks. Objections were received by the IRB on March 7, 2006, and are under review.

E. JERRY VINCENT–LOCAL 783, LOUISVILLE, KENTUCKY

In the last issue of the *Teamster* magazine we informed you that Local 783 Secretary-Treasurer Jerry Vincent allegedly brought reproach upon the IBT and violated his membership oath when he, subsequent to Michael C. Bane's permanent bar from the IBT on July 17, 2001, and William T. Hogan, Jr.'s permanent bar from the IBT on May 29, 2002, had knowing and purposeful contact with Mr. Bane and Mr. Hogan. Mr. Hoffa filed the charges and appointed a hearing panel. A hearing was held on February 24, 2006.

F. ROBERT D'ANGELO–LOCAL 813, LONG ISLAND CITY, NEW YORK

We have previously informed you that the IRB issued an Investigative Report to General President Hoffa who adopted and filed the charges against Local 813 member Robert D'Angelo for knowingly associating with members of organized crime. He then referred the charges back to the IRB for a hearing. The IRB hearing scheduled for January 13, 2006, was adjourned, pursuant to requests by new counsel to Mr. D'Angelo, to April 19, 2006.

III. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 70 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed by IRB staff only. It is not manned by an investigator; however, the recorded information if complete and within IRB jurisdiction is forwarded directly to the Investigations Office.

Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

IV. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities. If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above, you may use the IRB facsimile number 202-434-8084, or you may write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001



Catch of a Lifetime

Local 237 Member Saves Child from Fire

It was over in seconds, but for Felix Vasquez, watching the white bundle fall from a third-floor window seemed to take hours.

The bundle, containing a one-month-old infant, was dropped from the window of a burning apartment and landed safely in Vasquez's arms. Vasquez, a caretaker supervisor for the Housing Authority and member of Local 237 in New York City, has encountered many situations on the job, but nothing like what happened in those few moments on December 14.

"You think things like that only happen on TV," Vasquez said. "You never expect to handle something like that in real life. Luckily you don't have time to think about the fact that unlike TV actors, you've only got one shot to get it right."

Vasquez was out on rounds when he heard Tracinda Foxe calling for help from her window. There was a growing fire in her kitchen and she feared help might not arrive in time to rescue her one-month-old son Eric. In a split second, Vasquez quickly realized the panicked mother was about to toss the baby out of the window. When she saw Vasquez appear to move directly beneath her window, she let go of the soot-covered bundle.

Nice Catch

"I heard the mother screaming and ran over. At first I didn't realize what the bundle was in her arms," Vasquez said. "When I realized what it was, that's when I ran in. She threw the baby across and I grabbed the baby like a football and just caught him just in time. I gave him a quick mouth of air and he coughed and he started yelling and crying."

The baby was already suffering from smoke inhalation, so Vasquez, a former lifeguard, took immediate action, giving him air as he ran from the building. Firefighters were able to rescue the mother and now both are doing fine.

Vasquez, a father of three, is also the catcher on the housing authority softball team. He admits he was a bit stunned and shaky after it was all over, but good-natured ribbing from his crew helped ease the shock of the moment.

A Miracle

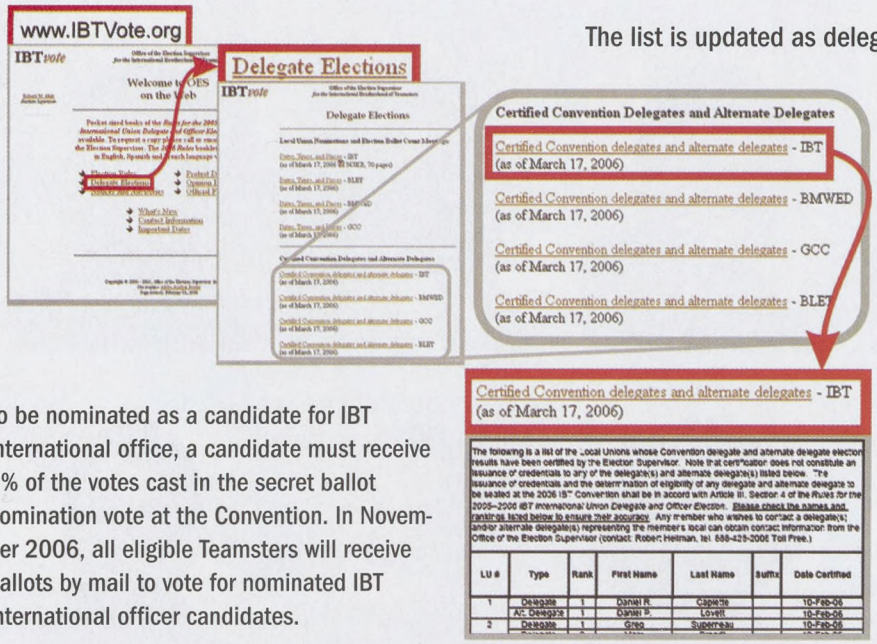
"They told me they never imagined I could move that fast," he said. "That and the knowledge that both baby and mom were doing fine at the hospital brought things back into reality." Foxe has since asked Vasquez to serve as the godfather to her son, which he has accepted.

"We are all very proud of our members who reacted so quickly in this situation," said Carl Haynes, Secretary-Treasurer of Local 237. "And we are so truly thankful that Felix was in the right place at the critical moment—and that he has excellent catching skills."

"It's just a miracle, a miracle," Vasquez said. "It was a beautiful thing and I feel blessed to have helped. The moment that boy landed in my arms will stay fresh in my memory for the rest of my life."

ELECTION SUPERVISOR'S REPORT TO IBT MEMBERS

Delegate Election Update: 155 locals had contested elections by the April 30 end date for delegate elections; delegates and alternates from other locals were nominated without opposition. Get the list of certified delegates at **www.ibtvote.org**

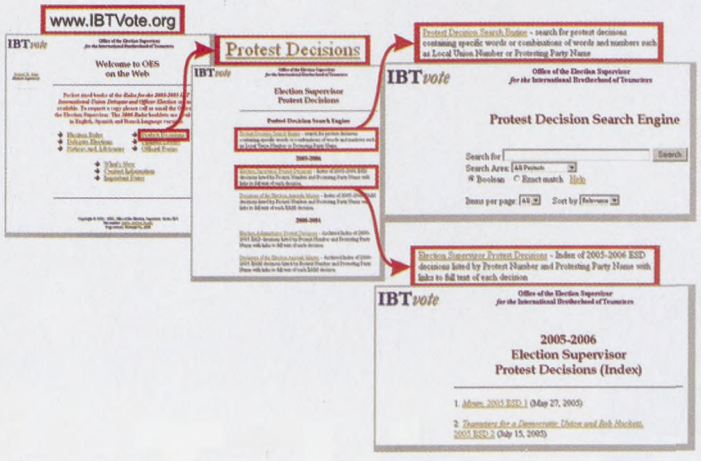


The list is updated as delegates are certified.

To be nominated as a candidate for IBT international office, a candidate must receive 5% of the votes cast in the secret ballot nomination vote at the Convention. In November 2006, all eligible Teamsters will receive ballots by mail to vote for nominated IBT international officer candidates.

Delegate Convention Expenses: Delegates attending the IBT Convention are on official union business, and each local union is responsible for paying the travel, lodging, lost wages and per diem expenses for its delegates (and for alternates, if the local union plan provided for that). An *Advisory Regarding Payment of Expenses for Convention Delegates and Alternate Delegates* explaining this responsibility was mailed to each local, and to each elected delegate and alternate. You can get this Advisory at **www.ibtvote.org.**

Know the Nomination Procedures: The Election Supervisor has issued *Supplemental Rules* that state the schedule and procedures for nomination of candidates for IBT international union office at the convention. Get a copy of the *Supplemental Rules* at **www.ibtvote.org.**



Election Protests: IBT members have filed more than 250 protests raising issues including candidate eligibility, bulletin board access, use of union resources, and fundraising.

The decisions on specific protests are examples of how the *2006 Rules* apply to the very real world of election activity. Want to know how the *2006 Rules* cover particular campaign activity? Search for protest decisions and read them at www.ibtvote.org.

Candidate Forum in August: The *2006 Rules* require the nominated candidates for IBT General President (or, if they choose, their General Secretary Treasurer running mates) to participate in a forum where they will have an opportunity to address issues affecting the IBT and its members. The debate will be recorded and the recording will be made available for distribution to members. Check **www.ibtvote.org** after the Convention for details about the date, time and location of the candidate forum.

Richard W. Mark
Election Supervisor

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INTERNATIONAL BROTHERHOOD OF TEAMSTERS JUNE/JULY 2006

TEAMSTER



Taking Flight

NetJets Pilots Set Industry Standard, Spur Organizing With New Contract

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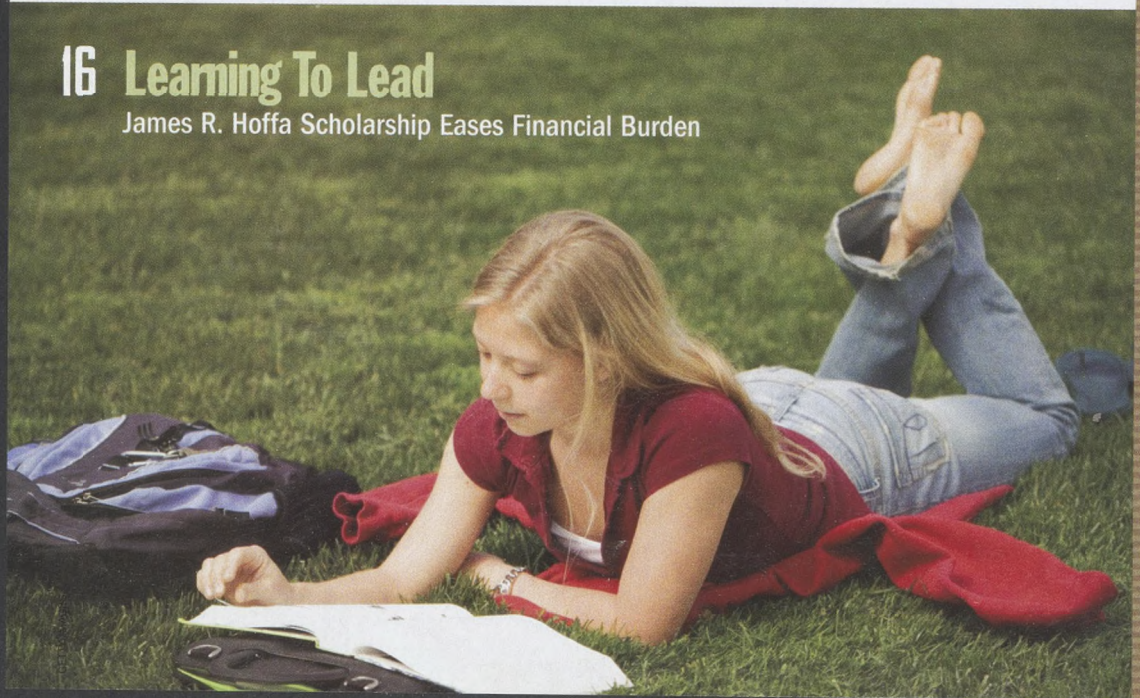
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TEAMSTER

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The Price of Gasoline

Gasoline prices in excess of $3 a gallon have created yet another serious burden for working families living paycheck to paycheck. Middle-class Americans—especially those struggling with the rising cost of groceries, utilities, health care and other expenses—are being hit the hardest.

Take a clerical worker who earns $30,000 in salary, drives 30,000 miles a year and gets 20 miles to the gallon. The 70-cent jump in fuel prices we've seen since January adds up to more than $1,000 in additional gas costs a year. The worker is also more likely to face higher maintenance costs than well-paid professionals, since their car is older and breaks down more regularly—further eating into their modest wages.

Squeezed commuters who have moved far from urban centers in order to find affordable housing are particularly affected. It's not uncommon for today's workers to log 40 miles a day back and forth from the office. And keep in mind that wages for many workers have been flat since 2001, despite soaring fuel costs.

Record Profits

All this comes at a time of record profits for Big Oil. Exxon Mobil raked in $36 billion in net income last year—the largest profit ever for any American corporation. Executives are also profiting from the high prices, and handsomely. Lee R. Raymond, the recently departed head of Exxon Mobil, walked out the door with a package valued at more than $400 million. At Chevron, chief executive David J. O'Reilly took home about $37 million in stock options, bonuses, and salary. And Occidental Petroleum's Ray R. Irani received $63 million.

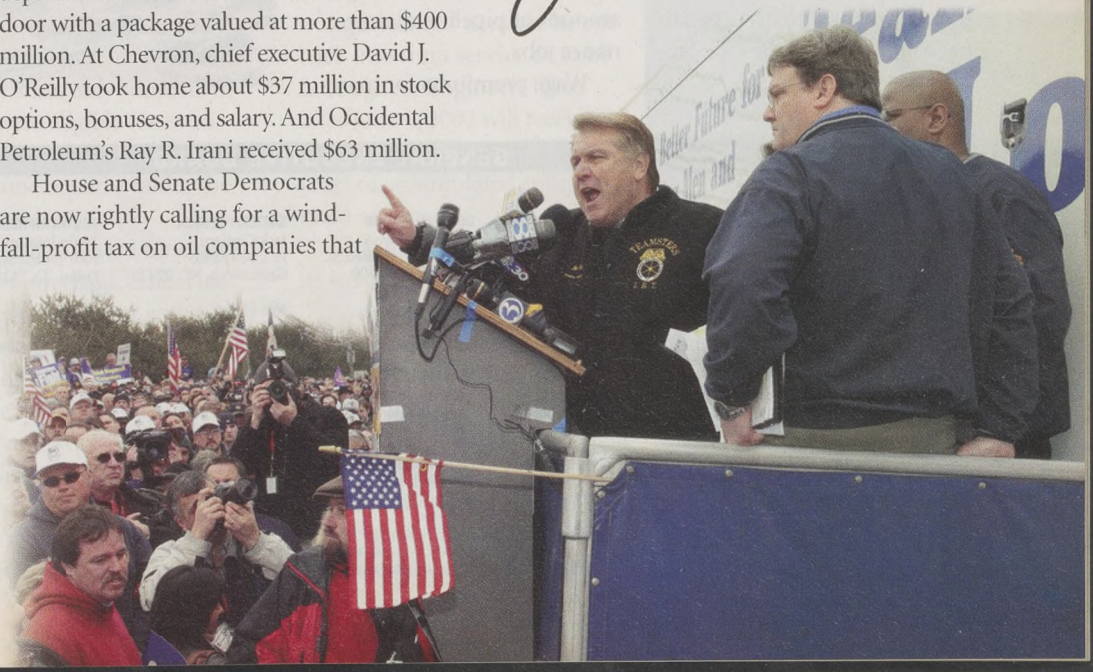
House and Senate Democrats are now rightly calling for a windfall-profit tax on oil companies that avoids taxing exploration and development of new oil production. In addition, Sen. Robert Menendez (D-NJ) is seeking to suspend the federal gas and diesel taxes for 60 days, which would reduce the price of fuel by 18 cents for gas and 24 cents for diesel. This lost revenue can easily be made up by taxing surging oil profits.

Greedy Corporations

Record profits should be easing prices at the pumps. Instead, oil companies and their leaders want us to get used to paying $3 or more for a gallon for gas. For now, the future doesn't look much brighter. We are told that supply is limited. Global unrest is causing further jitters in the markets. And demand is soaring, thanks to the rise of economies in China, India and elsewhere.

Increases at the pump affect everyone's daily lives—but especially working people. For them, an additional $1,000 a year in gas costs is unmanageable. This has become the common theme under the Bush administration—Two Americas. One America that can handle rising costs, and one America struggling to keep their head above water. And once again, the profiteering of greedy, unchecked corporations is furthering the divide between America's rich and poor.

James P. Hoffa



Pipeline Victory

Teamsters Overwhelmingly Approve National Pipeline Agreement

Teamsters across the country overwhelmingly accepted a new five-year national pipeline agreement. The vote was completed April 12 with 99 percent of the 160 local unions that cast ballots approving the contract.

The national agreement, retroactive to November 1, 2005, will apply to nearly 2,000 Teamsters who work on America's petroleum and natural gas pipelines. While some regional variances apply, the terms generally increase wages and benefits by more than 5 percent the first year, 4 percent the second year and 3 percent the third. Wages and fringe benefits could then be renegotiated for years four and five.

"One of the reasons for this agreement is stability," said Richard Stern, Director of the Building Material and Construction Trade Division, who negotiated the agreement with his negotiating committee and the Pipe Line Contractors Association—a group of nearly 60 pipeline contractors. "The industry wanted stability and we also wanted to know what wages and benefits were going to be. Because there is going to be so much work, it's going to be tough finding people."

Streamlined Process

For the first time, pipeline maintenance work was added to the national agreement, and lowboy drivers were added to the set of driver classifications that qualify for wage premiums, Stern said.

In the past, maintenance contracts had to be negotiated between the union and contractors on a job-by-job basis, he said, and much of the work was going to nonunion workers. Adding maintenance to the national agreement streamlines the process and will help the union fill an increasing amount of pipeline maintenance jobs.

Wage premiums for many driver classifications were also increased from $1 per hour to $1.25 per hour. A $1 hazardous materials premium was also achieved. Hazmat drivers can get the premium for a full day's work, even if they conduct only one hour of hazmat operations.

Increased Health and Welfare

Contributions to the union's health and welfare funds were increased between 12 and 14 percent. And more money will be added to the division's training fund to help train and retain pipeline Teamsters.

"All the crafts associated with this agreement are making a commitment to training because there is going to be so much work," Stern said. Demand for oil and natural gas have already fueled new projects and created hundreds of new jobs in Texas, Louisiana, Colorado and the Midwest."

In addition to the Teamsters, the United Association of Plumbers and Pipefitters, International Union of Operating Engineers and the Laborers International Union of North America participated in the agreement.



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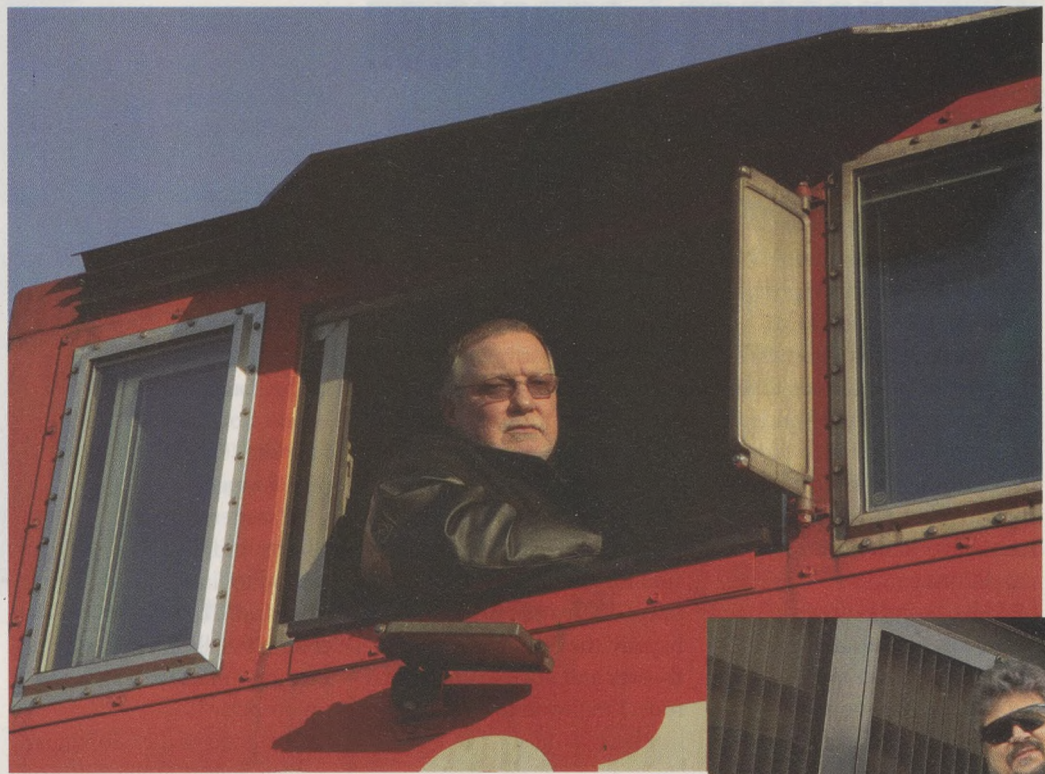
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Full Steam Ahead

New Contract for Canadian National-Illinois Central Rail Members





By more than a 3-1 majority, members of the Brotherhood of Locomotive Engineers and Trainmen (BLET) ratified a new five-year agreement with the Canadian National-Illinois Central (CN-IC) railroad recently. The deal creates a new era of pay for 400 members on the Class 1 railroad. CN-IC is a large, intermodal railroad that ships a variety of goods: automobiles, coal, fertilizer, forest products, grain and other products.

"One hundred and fifty years of contracts were changed with the stroke of a pen," said Monty Murphy, an engineer with CN-IC for the past five years and the Secretary-Treasurer of Division 24 in Centralia, Illinois.

Engineer pay was permanently changed from the traditional mileage system to an hourly system for every engineer on every assignment worked. The contract provides for 10 hours pay and overtime thereafter until off duty. The agreement is effective January 1, 2006 through August 1, 2009.

"Before, you'd fill out a time claim and hope you got paid," Murphy said. "Now we're paid by the hour."

Hourly Wage Calculation

"Speaking for the Baton Rouge seniority district, we think it's the best thing since sliced bread," said Tommy Street, an engineer on the CN-IC and the Local Chairman of BLET Division 914 in Baton Rouge, Louisiana. "The hourly rate of pay is the best thing going right now."

Street, an engineer who has been a BLET member since 1980, said that under the old pay system, only some members were eligible for extra pay from arbitraries, but now everyone benefits under the new contract.

"We had a hard time getting time claims paid," said Tim Dunn, an engineer with CN-IC for eight years and President of BLET Division 24.

He said that, in the past, the company would often refuse to pay time claims for months or even years at a time. When the claims were eventually paid, however, the company sometimes only paid 25 to 30 cents on the dollar.

Furlough Protection

As part of the agreement, pre- and post-1985 pay issues were eliminated and every engineer with a seniority date on or preceding June 3, 2002 was guaranteed to never be cut back into train service or to be furloughed. Engineers hired after June 3, 2002 will receive the same guarantee after five years of accumulated compensated service.

That guarantee is "worth its weight in gold," Dunn said. "The number one thing for me is the guarantee not to be laid off. Under the old agreement you could be forced to work all over the place or cut back to conductor."

The new agreement provides for the following general wage increases: 3 percent on January 1, 2006; 3 percent on August 1, 2006; 3 percent on August 1, 2007; 3 percent on August 1, 2008; and 4 percent on August 1, 2009. The agreement puts every engineer's basic daily rate at $339.90 with overtime at $50.99 per hour starting on January 1, 2006.

The Greatest Generation

Teamsters Honor WWII Truck Company Veterans

Long before there were global satellite tracking systems and computer programs to direct supplies, generals and soldiers alike depended on their Quartermaster divisions to keep them going. During World War II, thousands of dedicated men drove trucks on the front lines, carrying fuel, food and even men, often under battle conditions.

"All of us who drove in truck companies are proud of our service to the country. We kept the troops moving—just like the Teamsters kept the country moving back home," said Bernard "Doc" Dougherty, former Lieutenant of the 3807th Quartermaster Truck Company. "We always considered ourselves true Teamsters, whether we were official members or not."



Dougherty was one of 10 surviving members of the 3807th recognized for their service by the Teamsters at the company's reunion on March 25 in Washington, D.C. Teamsters Retiree Affairs Director Ed Scribner and Eastern Region Assistant Retiree Affairs Director Carl Paullet presented the men with honorary Teamster memberships at a special reunion dinner.

"It was a very special occasion for all of us," Scribner said. "These men went well beyond the call of duty during the war and deserve our gratitude. I'm proud to call them brothers."

Call of Duty

The 3807th truck company, consisting of 125 men and 48 trucks, was witness to almost continual frontline action from the moment that they hit Utah Beach in Normandy, France with 120 tons of materials and supplies in June 1944 until the war ended in 1945.



"We hit the ground running, that's for sure," said Vince Tobia, a retired member of the Plasters Union from Detroit. "Those paratroopers were scattered all over and we had to find them fast. They couldn't really get on with the mission until they were kited up properly."

The men of the 3807th participated in the Battle of the Bulge, the invasion and occupation of Berlin and witnessed the liberation of the concentration camp at Nordhausen.

"Some of my most vivid memories are from the Battle of the Bulge. The cold was almost unbearable and the trucks were near impossible to run," said Lester Schock, a retired Brotherhood of Maintenance of Way (BMWE) member from Sunburst, Montana. "But we kept on. Who would supply the guys if we gave up?"

Teamster Spirit

Janet Butler attended the reunion on behalf of her grandfather, Ralph Raasch, who died several years ago. Raasch was a longtime member of Local 301 in Waukegan, Illinois.

"I grew up hearing stories about these guys from my grandfather—not war stories as much as friendship stories. I knew I had to come," Butler said. "He was proud of the union too—and this event would have made his day. I think he knows somehow."

"I'll never forget this reunion and the kindness of the Teamsters," said Bob Hawk, a retired union electrician from Halifax, Pennsylvania. "It's important to me that the values we fought for are still important and honored by the Teamsters today."

"These men, and thousands of other veterans, exemplify the Teamster spirit in their willingness to get the job done for their country, no matter the risk to themselves," said Jim Hoffa, Teamsters General President. "The men of the 3807th were a crucial link in the chain that lead to the Allied victory in 1945. We are proud to salute them and consider each to be one of our own."

Vest-ed Interest

Local 326 Teamsters Save Lives, Win Strong Contract



Teamsters who manufacture plates for bullet-proof vests and related safety equipment for U.S. troops have ratified their first contract, which boosts wages and contains other improvements.

The workers at M-Cubed in Newark, Delaware voted to join Local 326 in April 2004. The company also makes bullet-proof helicopter seats, armor plates for military vehicles and bullet-proof shoulder plates for soldiers.

"These Teamsters are helping to save lives around the world," said John Ryan Sr., President of New Castle, Delaware-based Local 326. "They deserve fair pay and decent benefits for all their hard work."

While attempting to negotiate a first contract, Local 326 was successful in defeating a decertification petition in April 2005. Contract negotiations then resumed.

Earlier this year, workers ratified a new three-year contract. There were 70 employees when workers organized in April 2004; there are now 142 workers in the bargaining unit.

Contract Highlights

The contract has numerous improvements, including:

- An immediate wage increase of between 12 and 15 percent;
- Wage increases of 2.5 percent in year two and three of the contract;
- A more equitable overall pay system;
- A grievance procedure;
- An improved seniority system; and
- Bidding rights.

Dennis Coit, a three-year employee, inspects the plates and places them into a kiln as part of the production process.

"The contract is outstanding for a first contract," Coit said. "Local 326 did an excellent job winning us pay increases and improved benefits. They have a very experienced staff working on behalf of us."

"I was a Teamster for eight years while working at Georgia-Pacific, and it feels great to be a Teamster again at M-Cubed," Coit said.

The Power of Solidarity

Building Materials Drivers Take on Nine New York Employers



When nine of New York's building supply distributors told its workers that they wanted to trim health benefits and freeze pension contributions, Teamsters at Local Union 807 prepared for a strike.

The companies—a combination of large national corporations and regional firms, such as Kamco Supply, Strober, Florence Building Materials and J&S Supply—also wanted to take back days off and pull other benefits that the Teamsters had fought for in the past.

"We struck five years ago," said Robert Robinson, a 10-year member of 807. "It shut the companies down and really hurt them. They knew we were serious this time and that we would fight."

So rather than face another debilitating strike, the companies not only backed down but signed contracts that increased pay and benefits by more than 5.25 percent.

"This was a terrific victory," said driver Cono Forgione. "Our medical, dental, pension, everything is fully funded through 2010."

Standing Together

"This is a textbook example of how solidarity and union representation can win against prevailing trends," said Bill Turis, Local 807 President.

"Across the country, companies big and small are refusing to live up to past commitments on health insurance and retirement benefits," Turis said. "Even companies in the construction industry, which are riding high on a booming housing market and a strong commercial sector, are dumping their responsibilities on workers while rewarding chief executives and shareholders. But when workers stand together, decision makers realize that giving decent benefits pays off."

Turis said the companies together represent the majority of the sheetrock and stud lumber distributors in the city of New York.

"They came to the table wanting to take away our benefits but left giving us about $1.60 in health and welfare benefits the first year and about $1.50 for the remaining years," Turis said. "That just shows the power of standing together."

Making the Grade

40 Deans, Department Heads Join Local 228



Educational administrators and classified supervisory employees at Sierra Community College recently voted unanimously to join Local 228 in Sacramento, California. The more than 40 workers at the Rocklin-based campus were seeking a strong voice to represent their interests in the workplace.

Sierra enrolls more than 20,000 students and serves Nevada, Placer, Sacramento and El Dorado Counties. The workers became concerned about job security when the college president was forced out of office by the board of trustees. The former president was well regarded and admired for his work at the institution.

"The president was doing a good job and was respected by the faculty," said Lonnie Schwenk, Sierra Campus Police Chief. "If he could be put out of work, what about the rest of us?"

The Right Choice

The unit, which includes college deans and department heads, considered a variety of options for representation, but in the end the Teamsters Union seemed to be the best choice.

"The Teamsters Union has the reputation of being a strong labor organization," Schwenk said. "The more we spoke with the union representatives, the more convinced we were that they were the right choice."

Local 228 Business Agent Nancy Jones represents the workers at Sierra but had never thought she would be working on behalf of a unit like this one. However, Jones believes that job security is an issue with which everyone can identify.

Sign of the Times

"It is a sign of the times when a group like this comes to us to organize. Everyone needs representation for different reasons," Jones said. "They had confidence in Local 228 because of our history representing public employees in the Sacramento area."

The feeling was mutual for at least one of the workers who didn't think he would ever need a union as a dean working at an institute of higher education.

"I never thought in my wildest dreams that I would become a Teamster," said Brian Haley, a dean at Sierra. "However, I believe the time had come to take a stand. My colleagues and I had a right to organize to protect our jobs and the Teamsters can provide us with resources that we do not have as individuals."

Negotiations Update

Cannery Council Prepares for Contract Talks

The Executive Board of the Cannery Council began negotiations in April with California Processors Inc. (CPI), an industry association composed of the six major employers who are parties to the Master Cannery Agreement (MCA). The current three-year contract is due to expire on July 1, 2006.

The MCA covers 24,000 members at Locals 948, 601 and 890 who work in canneries and distribution facilities at Heinz, Del Monte, Pacific Coast Producers, Signature Fruits, Unilever-Best Foods and Stanislaus Food Products. Campbell's and Hunt Wesson, a subsidiary of ConAgra, have contracts that are closely associated with the CPI agreement.



"This agreement has covered thousands of our West Coast members since the 1940s," said Fred Gegare, International Vice President and Director of the Food Processing Division.

Cannery Council Origins

Cannery workers, who would eventually become Teamster members, started organizing in California in the late 1930s under American Federation of Labor (AFL) federated charters that would allow them to organize in an entire industry rather than individual craft shops. Once in the AFL, the cannery workers affiliated with the Teamsters and formed their own unique council, the Cannery Council, one of the few entities apart from a Joint Council that can levy a per capita on its members.

The Cannery Council was the bargaining agent for around 100,000 workers during World War II. As a result of movement offshore, development of a nonunion sector and, most dramatically, because of mechanized efficiency, the number of workers in the canneries has plummeted over the last 50 years.

"We are committed to reversing the trends and organizing new members in the industry with our partners at Change to Win," said Jim Hoffa, Teamsters General President. "And thanks to the excellent agreement we have in place, our job is a little bit easier."

In the food processing industry, the MCA is unprecedented in its benefits. Even seasonal workers have a pension plan and health insurance.

A New Frontier

Material Specialists Follow Coworkers Lead, Join the Teamsters

"I've been pushing for a union since I've been here," said John Threats, a four-year material specialist at Frontier Airlines. "Basically, all my life I worked union jobs—I worked for United, I was a Teamster at Albertson's. Being a union member gives you the satisfaction that you're not alone if something were to happen at work."

In votes tallied March 14, 68 percent of Threats' fellow material specialists and stock clerks at Denver-based Frontier Airlines voted to become members of Local 961, building on the successes of two recently negotiated contracts that cover nearly 400 Frontier workers.

"This is a great result not only for the material specialists but for all workers in maintenance at Frontier Airlines," said Matthew Fazakas, President of Local 961 in Denver. "It strengthens the jobs and benefits of all Teamsters at the airline."

Approximately 270 Teamster mechanics and related workers ratified their three-year contract at the airline in January. Last September, 120 aircraft appearance agents, aircraft cleaners and MX cleaners agreed to their first contract. Both contracts strengthen and protect workers' wages and benefits, and secure work against outsourcing.



Union Stability

"These agreements show the stability a union contract provides, the pay increases and the benefits, all in writing," Fazakas said. "Their coworkers' contracts definitely affected the material specialists' decision to become Teamsters."

The majority of the approximately 270 Frontier mechanics and related workers are stationed in Denver, with about 25 stationed in Phoenix and Kansas City. The workers are members of Locals 961, 986 and 41.

"This is the best contract we've had since I've been here," said seven-year mechanic Jay Steusloff. "It gets down to the needs of the members' top concerns: pay, job security and our 401(k) plan. We're essentially getting 5, 6, and 7 percent pay increases for each year of this contract. I'm happy with that."

Limits on Outsourcing

The mechanics and related workers' contract also limits outsourcing. "If the company ever wants to subcontract our work, it has to prove that it's work we can't perform in-house," Steusloff said. "It's nice to know that we have a strong union backing us. We can protect our jobs and make sure the company keeps its word."

The aircraft appearance agents and related workers' contract features protections in the wage progression scale, a wage opener that will be triggered in 2009, a grievance procedure, defined bidding procedures and secures workers' entry into the company 401(k) plan.

"This is a great contract," said Patricia Hohman, a three-year aircraft appearance agent at Frontier Airlines, describing her new contract. "We get raises throughout the contract and we have job security. Every airline out there is cutting jobs because of gas prices, but this contract helps protect our jobs and wages."

"Every airline out there is cutting jobs because of gas prices, but this contract helps protect our jobs and wages."

— PATRICIA HOHMAN, AIRCRAFT APPEARANCE AGENT, FRONTIER AIRLINES

STRONG FORMATION

NetJets Pilots' Contract Sets Industry Standard, Spurs Organizing





BRUCE "GONZO" BICKSLER AND 100 FELLOW NETJETS INC. PILOTS MARCHED ON A BREEZY, CHILLY MORNING, JUST OUTSIDE THE MASSIVE QWEST CENTER IN OMAHA, NEBRASKA. "I'd be remiss if I wasn't here," said Bicksler as he and fellow Teamsters sported signs that read "*NetJets pilots deserve an industry leading contract. Now!*" and "*NetJets pilots demand contract compliance from management.*"

After more than three years of failed negotiations, the 2,200 NetJets pilots, members of Columbus, Ohio-based Local 1108, were staging an informational picket line outside of the annual Berkshire Hathaway shareholders' meeting—the investment company, led by CEO Warren Buffett, owns NetJets—a fractional aircraft ownership airline that operates and maintains a fleet of more than 500 private jets.

"NetJets pilots are extraordinary, safe pilots who are away from home more than 200 days a year, routinely working duty days in the 12-to-14 hour range," said Alan Hayes, a four-year NetJets pilot who also flew for United Airlines for 36 years. "It's clear from today's showing that we care about our company and are dedicated to performing our work flawlessly. The lousy wage that we're getting just doesn't match how skilled and dedicated the workforce is. We simply want fair compensation."

Recently, the pilots' efforts to secure an industry-leading contract paid off when they ratified a robust five-year contract that improves job security, increases wages an average of 40 to 60 percent depending on equipment flown and years of service, and enhances quality-of-life issues. The pilots ratified the contract by a more than 4-to-1 margin.

"This takes the workers up to the level of the legacy carriers in terms of wages, working conditions and benefits," said Don Treichler, Teamsters Airline Division Director. "This is an unprecedented contract."

"I applaud Local 1108 members and the Airline Division for their dedication during their struggle to secure such a strong agreement," said Jim Hoffa, Teamsters General President. "This is a standard-setting contract that will benefit not only the pilots but also thousands of fellow workers in the airline industry."

Interrelated Contracts

"Our goal has been to make our company a career opportunity rather than an entry-level job," said Bill Olsen, Local 1108's President who, along with Associate Airline Division Director Mark Luthi, led negotiations for the contract. "What unfolded for us at NetJets is something that happens once every 25 to 50 years. It is monumental. It will affect the whole industry, because in these challenging times pilots across the industry were looking for a victory."

Shortly after the pilots ratified their new contract, Local 1108—dedicated to representing pilots at fractional aircraft ownership airlines—initiated an organizing drive at Flight Options, the industry's second-largest airline. News of the contract's strength resonated with the nearly 800 Flight Options pilots—they voted to join Local 1108 in March. The local now represents approximately 82 percent of fractional airline pilots.

"This was a clear choice for us," said Bill Hart, a Flight Options pilot. "We all share the same basic working conditions, and Local 1108 and the Airline Division clearly recognize the needs of pilots in our industry."







NetJets flight attendants, represented by Columbus, Ohio-based Local 284, ratified their first contract shortly before the pilots ratified their agreement. "It's a great contract," said Michael Zois, a four-year NetJets flight attendant based in Los Angeles. "It addresses issues such as scheduling and wages, that are important to flight attendants."

When the pilots ratified their contract, it triggered a "me, too" clause in the flight attendants' agreement, enabling the flight attendants to negotiate for improved wages and stronger contract language concerning many quality-of-life issues.

Contract Details

In addition to wage increases that average between 40 and 60 percent, the pilots' new contract secures greater scheduling flexibility and expands pilot basing options.

"This contract allows scheduling flexibility for those pilots who want time off and for those who want to maximize their earnings," said Amy Vidovich, a five-year NetJets pilot and Local 1108 Trustee. "We can either select the 'quality of life' option, which is seven days on, then seven days off. The other option is to maximize earnings by working additional work days on a more flexible monthly schedule."

The new contract also features improved medical benefits and restricts access to personnel records, more legal protections for pilots (e.g., cockpit voice recorder tapes may no longer be used for disciplinary purposes), improved leave time for union representatives for doing union business, and strengthened scope language, which prevents the company from subcontracting out Local 1108 pilots' work. If NetJets expands to offer supersonic airplanes or aircraft weighing more than 100,000 pounds, the new contract ensures that Local 1108 members will pilot the aircraft.

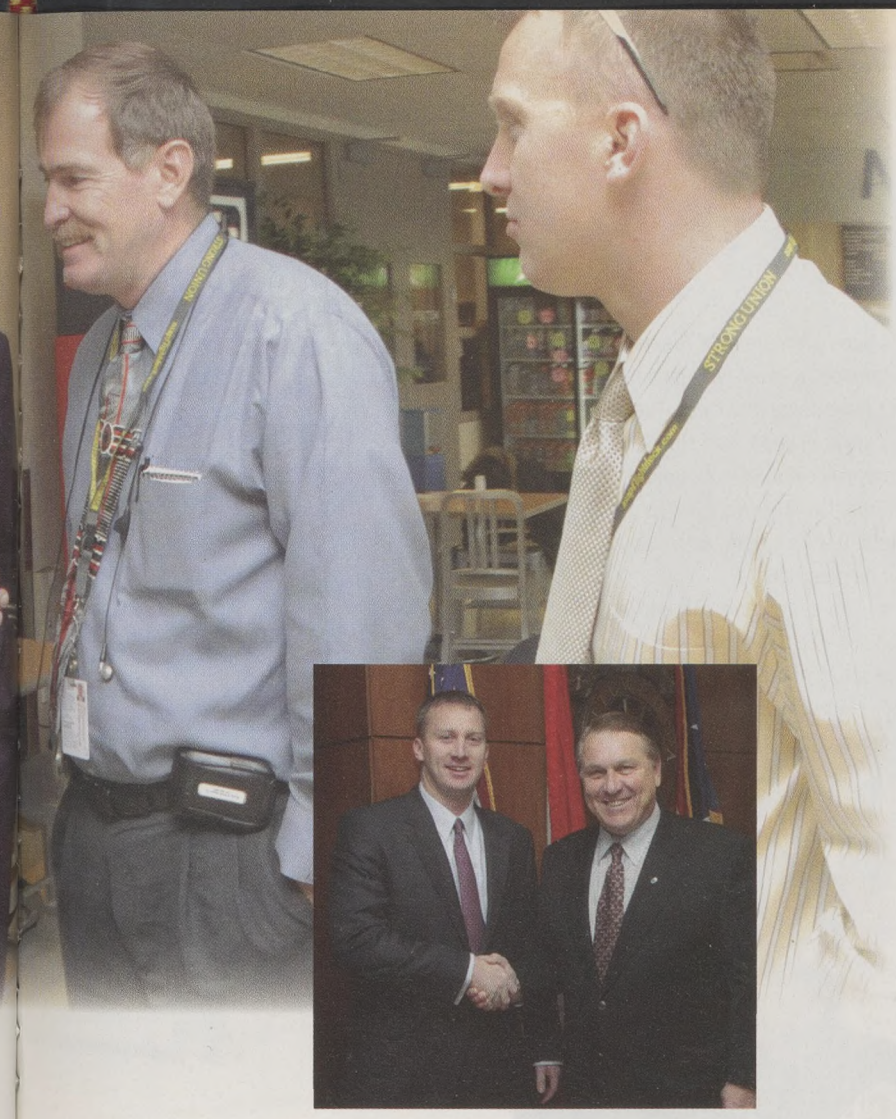
"Our scope language is unprecedented—it's my favorite part," Vidovich said. "NetJets has an affiliate based in Savannah, Georgia. Our contract restricts the work they can perform while giving Local 1108 pilots the option to fly that equipment. It also provides a mechanism for Local 1108 to take control of that work in the future."

"Before this contract, instability in the workforce had created an unusual seniority system where pilots didn't have to upgrade for captain's wages," Olsen said. "It also created a scheduling system where 45 percent of the pilot group worked two more days per month but were paid the same as pilots working less—you didn't get paid for the extra two days work. The new contract solves these problems."

An Excellent Contract

"This is an excellent contract," said J.B. Cockrell, a four-year NetJets pilot who flies out of the San Francisco gateway. "It's obvious—84 percent voted in favor of it."

"The quality-of-life improvements are significant," Cockrell said. "It gives most



pilots access to the most desirable schedule, the seven-on, seven-off schedule, and those who want to fly and therefore earn more will have the chance to."

NetJets pilots fly some of the world's wealthiest and most influential individuals to destinations on-demand. With more than half the market share, NetJets dominates the industry, in part because the pilot workforce has been recognized for its high professional standards throughout the aviation industry.

"It's good that pilots are being fairly compensated and rewarded for their hard work," Cockrell said. "We deserve it."

"Clearly, the pilots' contract has had a positive impact in the airline industry," Treichler said, noting that pilots at another fractional-ownership airline, Flexjet, have expressed interest in joining Local 1108. As a preemptive move, Flexjet management announced that it would increase its pilots' wages in May in response to the increased pay at NetJets. The company's move does not dissuade Local 1108, though.

"We're focused on pilot advocacy across the industry," Olsen said. "Our goal is to establish industry standards that remove substandard pilot wages from the open consumer market. Why would we want to allow low pilot wages that only subsidize air transportation for the wealthy? We're confident our consumer market can afford professional pilot compensation."

Solid Support

During the final year of the NetJets pilots' campaign, the workers created committees to handle negotiations, strike preparedness, communications and other matters.

"The whole organization began with a group of us being unsatisfied with how negotiations were going," Vidovich said. "Local 1108 started with lots of volunteer action working to represent workers and ensuring contract compliance."

Clear Option

Second-Largest Pilot Group in Industry Joins Local 1108

"Becoming Teamsters was a clear choice for us," said Bill Hart, a Flight Options pilot. "We experience many of the same working conditions as NetJets pilots, and Local 1108 and the Airline Division clearly know our needs."

In early March, the National Mediation Board announced the 795 eligible pilots at Flight Options, a fractional aircraft ownership airline owned by Raytheon Company, overwhelmingly voted to become members of Local 1108 in Columbus, Ohio. With this, the pilots will be represented by the same union that represents more than 2,200 pilots at NetJets. Together, Flight Options and NetJets comprise approximately 82 percent of the fractional airline industry.

"This is a great victory for Flight Options pilots," said Hart, a member of the group's organizing committee. "We look forward to working with Local 1108 as we work on negotiating our first contract."

Extremely Pleased

The pilots seek a contract with wages, benefits and working conditions comparable to industry standards, along with enhancements to existing job security and worker protections. Flight Options pilot salaries, Local 1108 estimated, are approximately 25 to 30 percent below NetJets pilots'. Of 795 eligible voters, 533, or 67 percent, chose Teamster representation, a remarkable number for an airline industry election, which follows rules that differ from most union elections.

"We're extremely pleased with Flight Options pilots' choice to join us," said Bill Olsen, Local 1108 President. "These are some of the best pilots in the industry and they deserve a strong voice in their workplace."

Like NetJets pilots, Flight Options pilots are based across the country and operate one of the largest business aircraft fleets in world, flying some of the world's wealthiest and well-known individuals in corporate America, sports and entertainment.

Fractional Action

NetJets Flight Attendants Approve First Contract

The first of the new contracts at NetJets was ratified late last year, when 87 percent of voting NetJets flight attendants approved their first agreement with the Columbus, Ohio-based company. Negotiated by Local 284 in Columbus, the contract secures strong wages, improves scheduling options, and includes language that secures jobs against outsourcing.

"This is a great contract," said Michael Zois, NetJets flight attendant and head of the workers' executive council. "It secures benefits and working conditions that are important to us. I've heard lots of positive comments from fellow flight attendants, particularly concerning scheduling and wages."

The five-year contract enables flight attendants to work the same seven-days-on, seven-days-off schedule that many pilots follow and ensures that flight attendants receive fully paid health care coverage.

"NetJets flight attendants receive industry-leading salaries and job security," said Allen Price, Local 284's President. "This contract will continue to reward them for their exceptional service and dedication."

"As we continue to grow density at the airline and in the fractional aircraft ownership sub-industry, employees' power increases," said Don Treichler, Airline Division Director. "The contract benefits the flight attendants and all Teamsters at NetJets."

A "me, too" opener in the flight attendants' agreement was triggered when the pilots ratified their contract in November. As this issue went to press, the flight attendants were negotiating issues such as gateway access, wages and better contract language concerning moving expenses, vacations and scheduling. "We aim to improve schedules and basing opportunities," Zois said.

Mechanics and Related Workers

Local 284 has represented aircraft maintenance technicians, cleaners, fuelers and supply clerks for more than three decades, both at NetJets and in the company's previous incarnation, Executive Jet Aviation. The 157 workers are stationed in Columbus.

"It's been great being a Teamster," said Chad Morrison, a seven-year mechanic. "I wouldn't have it any other way. The pay and benefits are very good, and since I've been a steward, I've seen how our union—and others—are run. I've been very impressed by the Teamsters. It's a great organization that works hard for its members."

"It's been great being a Teamster," said Carl Rollins, a 26-year mechanic and 17-year shop steward. "And it's really made a difference this past year, since the pilots and flight attendants got their contracts. It's outstanding to have all of us helping each other, and it shows the company that we stand together.



As this issue went to press, the mechanics are currently in contract negotiations with NetJets management. Their previous contract became amendable in March 2004. Since their coworkers reached their agreements with the company, members on the mechanics' negotiating committee are upbeat.

"In the airline industry today, outsourcing threatens the livelihood of thousands of hard-working men and women," Price said. "Local 284 and the Airline Division have drawn a line in the sand at NetJets and other carriers. Our chief concern in negotiations is ensuring that Teamsters continue to have jobs here for a long time to come."

"Being Teamsters is very important to us as we negotiate," Rollins said. "Quite honestly, I don't think we could do without it. It's not just us mechanics working for this contract—we have pilots and flight attendants and Teamsters all over the country. It's like a big brother who has your back."

"This will be known as one of the key labor battles of aviation history. Our organized movement committed itself to succeed, regardless of how much a company invested to beat us."

— BILL OLSEN, LOCAL 1108 PRESIDENT

"We had a wide range of people who donated time, expertise and money in support of our efforts," Olsen said. With an influx of members' donated time, Local 1108 established a structure of committees that would handle key functions, such as negotiating, communicating and organizing.

"The beautiful thing is, during bargaining the company angered so many people that it made it easy for us to gather volunteers," Vidovich said. "But ever since we got our contract, we've kept going. We have very ambitious plans."

The local's success doesn't surprise longtime Teamsters. "The Local 1108 leadership and membership have proven that they have the power and discipline to represent themselves," Treichler said. "And this is clear to NetJets management and Flight Options pilots as well."

"I can see why the NetJets pilots have been so successful," said Bill Moore, International Representative and Personal Representative for Local 1108.



"They're among the most disciplined, organized and united pilots in the business. They have created an incredibly efficient organization."

A Visit from the CEO

By the time the NetJets pilots ratified their contract on November 21, they had been in contract negotiations with the company's management for more than four years; their previous contract became amendable on October 1, 2001. In August 2004, the pilots rejected, by 82 percent, a tentative agreement reached by the leadership preceding Olsen, Vidovich and Luthi. In December 2004, the new leadership championed a new framework for success, which Olsen said "is based on transparency and membership participation."

After the pilots' informational pickets at the Berkshire Hathaway meeting, they staged similar events throughout the summer and fall of last year. In July, the pilots voted overwhelmingly to authorize a strike. NetJets President Bill Boisture flew to Olsen's base in Salt Lake City in a NetJets aircraft, to demonstrate the company's willingness to resume negotiations.

"It was Bill Boisture and myself," Olsen said. The two reached an agreement on how to proceed and brought the negotiating committees back to the table to hammer out differences. The approach worked—soon, the sides produced a tentative agreement that the NetJets pilots ratified overwhelmingly.

In Formation

Olsen, Luthi and Treichler visited Teamsters headquarters in Washington, D.C. in December to meet with Hoffa.

"This is a monumental contract," Hoffa said. "It's the only one that's ever happened in the fractional aircraft ownership industry. It will define a pilot's potential career within the business jet industry. I congratulate you and all NetJets pilots who stepped up and laid the groundwork for years to come."

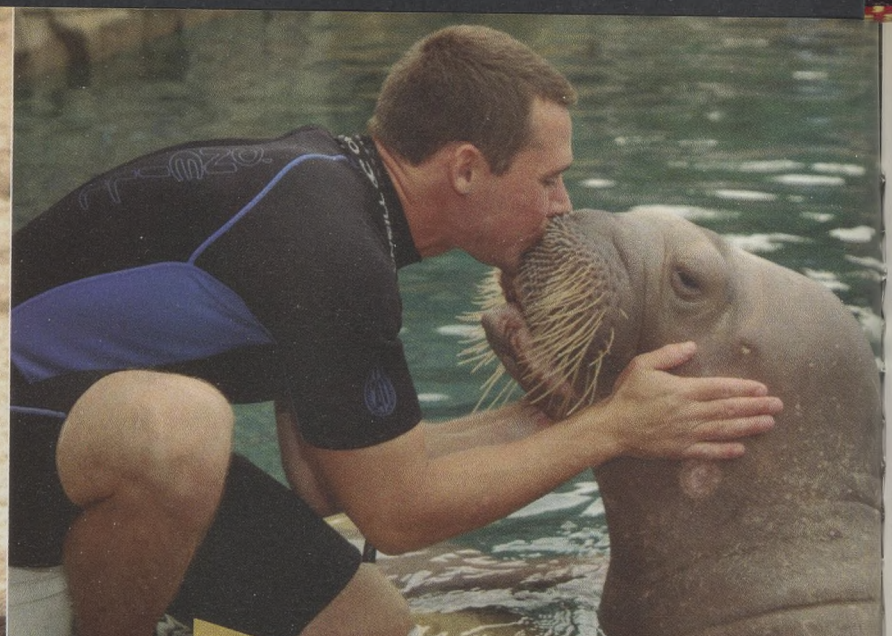
On behalf of Local 1108, Olsen thanked Hoffa and the Airline Division for their support, as well as existing airline pilots' unions for their assistance.

"This will be known as one of the key labor battles of aviation history," Olsen predicted. "Our organized movement committed itself to succeed, regardless of how much a company invested to beat us."

"This agreement assures a better future for pilots and their families," Treichler said, referring to a new contract that had been a long time coming. "NetJets will no longer be a stepping stone to a career in the aviation industry, but rather a company where pilots make their careers."

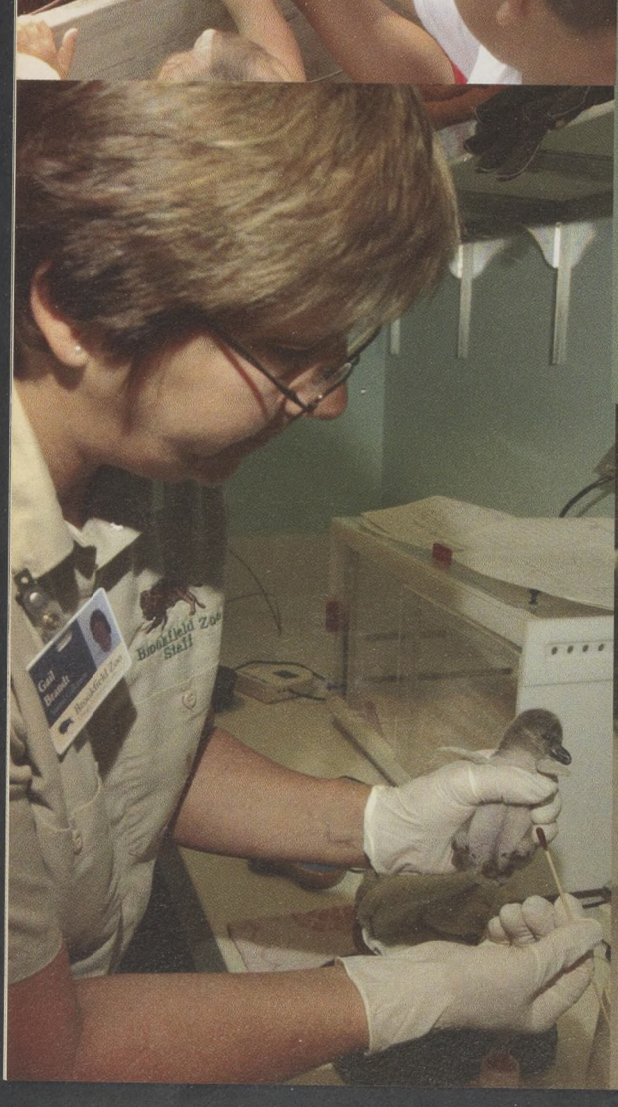
"Management's relationship with the pilot group was leading NetJets to eventual destruction," Olsen said. "But by continually focusing on core issues, like salary, scope of work and scheduling, we were able to capture pilot support—and then we played hardball. I have no doubt the pilot group knows how to turn the tables on management when they have to."

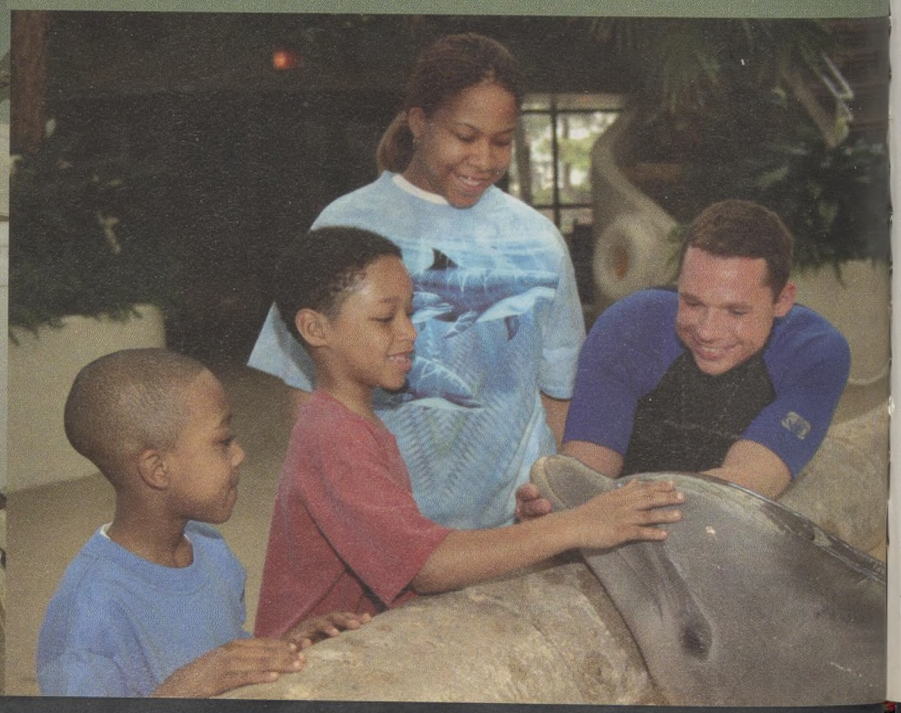




NEW ZOO REVIEW

Brookfield Zoo Workers Secure Wage Increases, Solid Health Insurance





"You can't just start out kissing a walrus," said Mark Gonka, a senior trainer at Brookfield Zoo. "You have to build to it."

Gonka began working at the Chicago-area zoo about eight years ago, just a few months after Joan, a walrus, was introduced to the facility's Seven Seas area.

"When I first started working with Joan, I just fed her fish," Gonka said. "But slowly, she became comfortable around me. She's very olfactory, so she's trying to smell my breath—it's not really a kiss. One day, I just lowered my head a little, and she raised hers."

A member of Chicago-based Local 726, Gonka also trains, feeds and tends to sea lions, dolphins, seals and a Harris hawk at the zoo. His job has taught him the importance of solid relationships, with the animals he trains and his union.

"I'm happy with our new contract," Gonka said. "We got a solid deal with the pay increases and health care coverage. Local 726 has stood in to fight for our rights here at work."

According to the results of the zoo staff's recent contract-ratification vote, Gonka's fellow Local 726 members agree. In March, members ratified, by a 99-33 tally, a new four-year contract that raises wages and improves leave time. Depending on the season, up to 250 animal handlers, groundskeepers, craftsmen and custodial employees are represented by Chicago-based Local 726; the workers have been Teamsters for more than 30 years.

'A Great Contract'

"This is a great contract for the workers of the Brookfield Zoo," said Mike Marcatante, Local 726 business agent and Trustee. "I think the zoo employees are going to be very happy for the next four years."

The contract features raises of 2.75 percent for each of its first two years and 3.25 percent for the contract's final two years, a monthly on-call allowance and improved compassion leave time, training opportunities, disciplinary actions and leave for shop stewards. The parties bargained for approximately four months on the agreement. The employees ratified the contract after Local 726 secured lower health insurance co-pay fees.

"This new contract includes a lot of great benefits for the Brookfield Zoo workers," Marcatante said. "There are a lot of changes in the previous contracts' details that will add up to a much better workplace. And, the new compassionate leave plan is the most generous I have ever seen."

"It's a very good contract. It builds on our earlier agreements," said Gail Brandt, a senior keeper of birds. "Our union has been extremely beneficial in looking at the way the zoo structures its staff and how much staff there is. I think that keeping an eye on that and making sure opportunities for promotions are there and continue to be there has been a significant accomplishment."

Union Protections

"Because of the Teamsters Union, we're one of the better-paying zoos in the nation," said Marcia Campbell, a senior keeper in Brookfield's Children's Zoo and the Hamill Family Play Zoo areas. "That's great. It's really wonderful."

A five-year Teamster, Campbell works with animals that include lemurs, cows, pigs, raptors, snakes, owls, bald eagles, red-tailed hawks, woodchucks, possums and invertebrates, such as scorpions, tarantulas, hissing cockroaches and lubber grasshoppers.

"We work right in and around the visitors on a daily basis," Campbell said. "We try to introduce some of the children to the animals. I enjoy interaction with visitors the most, where someone can see a lemur or a llama up close."

One of the areas Campbell said she enjoys most about being a Teamster is protection against disciplinary procedures. "I think it's beneficial to make sure someone isn't unduly criticized," Campbell said. "It's very nice to know that our union is there when it comes to employee-management relations."

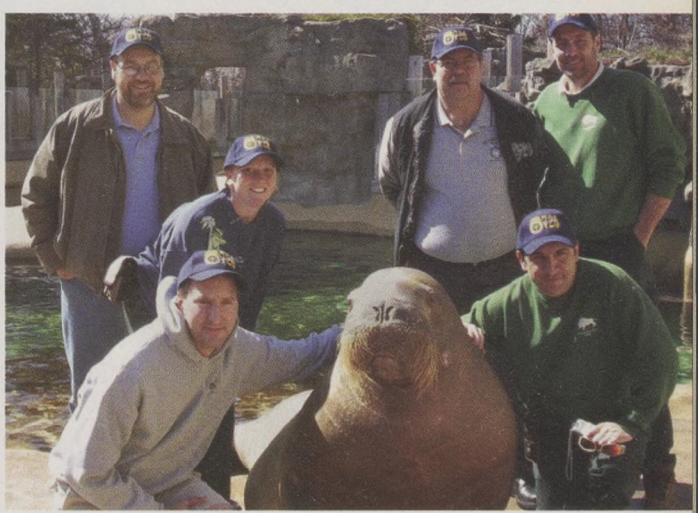
Along with wages, Campbell said she appreciates the paid holidays, sick days and overtime guaranteed in her contract. "Those are all great things," she said. "I can't even imagine working without those."

For the Birds

"No matter where I go, the common thread is birds," said Brandt, a 24-year Local 726 member. On a recent afternoon, Brandt was stationed in the Brookfield Zoo's Feathers and Scales exhibit, which draws parallels between reptiles and birds.

"Micronesian kingfishers, trumpeter hornbills, whitecrested turaco and guira cuckoos live here," Brandt said. "There are also Gila woodpeckers—from the same area as the Gila monster—and a burrowing owl, which actually lives on the ground and makes a burrow. To defend its nest, it makes sounds like a rattlesnake."

Since she began working at the zoo, Brandt has tended birds all around the zoo, as a handler and as a supervisor of other handlers. She was briefly a member of the zoo's management before returning to the flock of bird handlers.



"The flexibility is something I really like about our contract," Brandt said. "I've been able to move up, in terms of responsibility and job title, and move back down. That's important because at this point in my life I enjoy working directly with the birds."

Brandt recognized the flexibility Local 726 has incorporated into the workers' contract. "What makes this challenging is we're responsible for living things that don't adhere to a timetable," Brandt said. "For example, if a bird needs extra attention, it doesn't necessarily stop needing that attention at 5 p.m. This makes things much more complicated. Things have to be taken care of when they need it. Having our union has been beneficial here."

Learning to LEA

James R. Hoffa Scholarship Eases Financial Burden

A SCHOLARSHIP ALLOWS A STUDENT TO DO MUCH MORE THAN SIMPLY GO TO COLLEGE. IN MANY CASES, IT GIVES A STUDENT PEACE OF MIND.

"The scholarship has allowed me to attend college this year without having to worry about working," said Mindi Summers, a student at Stanford University and granddaughter of a Teamster. "I have been able to focus on my studies, experience life on the West Coast and participate in various activities."

Without the scholarship, Summers said none of that would have been possible.

Summers is one of hundreds of college students around North America who is able to go to college with less of a financial burden thanks to the James R. Hoffa Memorial Scholarship Fund.

What Labor Wants

One of the first great labor leaders in the United States, Samuel Gompers, helped define the economic and political goals of the American labor movement. In 1881, he had this to say: "What does labor want? We want more schoolhouses and less jails, more books and less arsenals. More learning and less vice."

A better quality of life has always been a major goal of the labor movement and education has always been the best way to go about achieving that goal. And each year, hundreds of college students are furthering their education with help from the Teamsters Union.

Every year, thousands of children and grandchildren of Teamster members apply for a scholarship that was named for one of the greatest labor leaders in American history. James R. Hoffa became a Teamster member in 1934 and served as General President for 14 years. In recognition of his tireless service to the union and its members, the scholarship was set up in 1999.

One hundred scholarships were awarded in this program year. Applicants compete in one of the five geographic regions where the Teamster parent or grandparent's local union is located.

Thirty-one of the awards total $10,000 each. These four-year scholarships are disbursed at the rate of $2,500 per year and are renewable annually. Sixty-nine of the awards are one-time $1,000 grants. These scholarships are disbursed to the college or university at the beginning of the recipient's freshman year.

Help for School

Students from around North America are in college from Maine to California and have parents or grandparents in a diverse variety of Teamster jobs

"My mom is a single parent and this scholarship has really helped us out," said Jessica Ortiz, a student at the University of the Incarnate Word in San Antonio, Texas.


"The scholarship has allowed me to attend college this year without having to worry about working... I have been able to focus on my studies, experience life on the West Coast and participate in various activities."
—MINDI SUMMERS,
STANFORD UNIVERSITY STUDENT

Ortiz's mother has worked for UPS since 1986 and is a member of Local 657, also in San Antonio.

"My mom has always been proud to be a Teamster member and says that the union has always been good to her," Ortiz said. "Being able to get help for school from an organization that has helped so much means a lot to both of us."

Ortiz said she wanted to attend the University of the Incarnate Word, a small, private school, because they have a good communications department and small classes.

"My major is communications and, right now, I'm the assistant program director for the campus radio station," she said. "I'm hoping to go into the radio business, but I want to get my master's degree for business. I'd like to work in broadcast journalism."

Soaring Tuition

"At a time when college tuition is soaring, this is one of the many ways the Teamsters are helping ease the burden on working families," said Jim Hoffa, Teamsters General President.

With so many young people graduating from college with five-figure student debts, America faces a generation of college graduates who may have to simply find a way to pay back their debts rather than work toward bettering their communities and their country.

America's youth and the quality of its educational systems are the backbone of America's future. Developing a strong connection between students, local unions, educators and the world of work is important to the Teamsters Union.

The average college graduate will owe approximately $19,000 in 2006 and some undergrads will incur debt exceeding $40,000. Student debt has increased by 50 percent in the last 10 years after being adjusted for inflation, according to the Project on Student Debt, a nonprofit advocacy group.

According to the Center for Economic and Policy Research, 25 years ago, a student who worked full time during the summer at minimum wage could earn two-thirds their annual college costs. A student earning minimum wage today would have to work full-time for 12 months to afford one year at a four-year public school.

A Huge Difference

Beau Figliola's grandfather is a retired Teamster truck driver who was a member of Local 313 in Tacoma, Washington. Figliola, from Puyallup, Washington, is attending the University of Washington in Seattle.

"I knew paying for college would be tough, so I took the guerilla warfare approach to paying for it and basically applied for everything I was eligible for. The James R. Hoffa Scholarship was the biggest one I was eligible for, so I was thrilled when I got it," Figliola said.

Currently, Figliola is studying business administration and is doing all his prerequisite classes. He's not sure what he wants to do yet but is considering getting a minor in economics then getting a master's degree in business administration.

"I don't know whether I want to go straight from school or work for a while," he said. "I would like to go into financial analysis or corporate consulting."

The James R. Hoffa Memorial Scholarship helped him and his family in paying for school and Figliola is grateful for it.

"Obviously, the money has helped a lot. College is so expensive now," he said. "This scholarship has just made a huge difference."

Positive Contribution

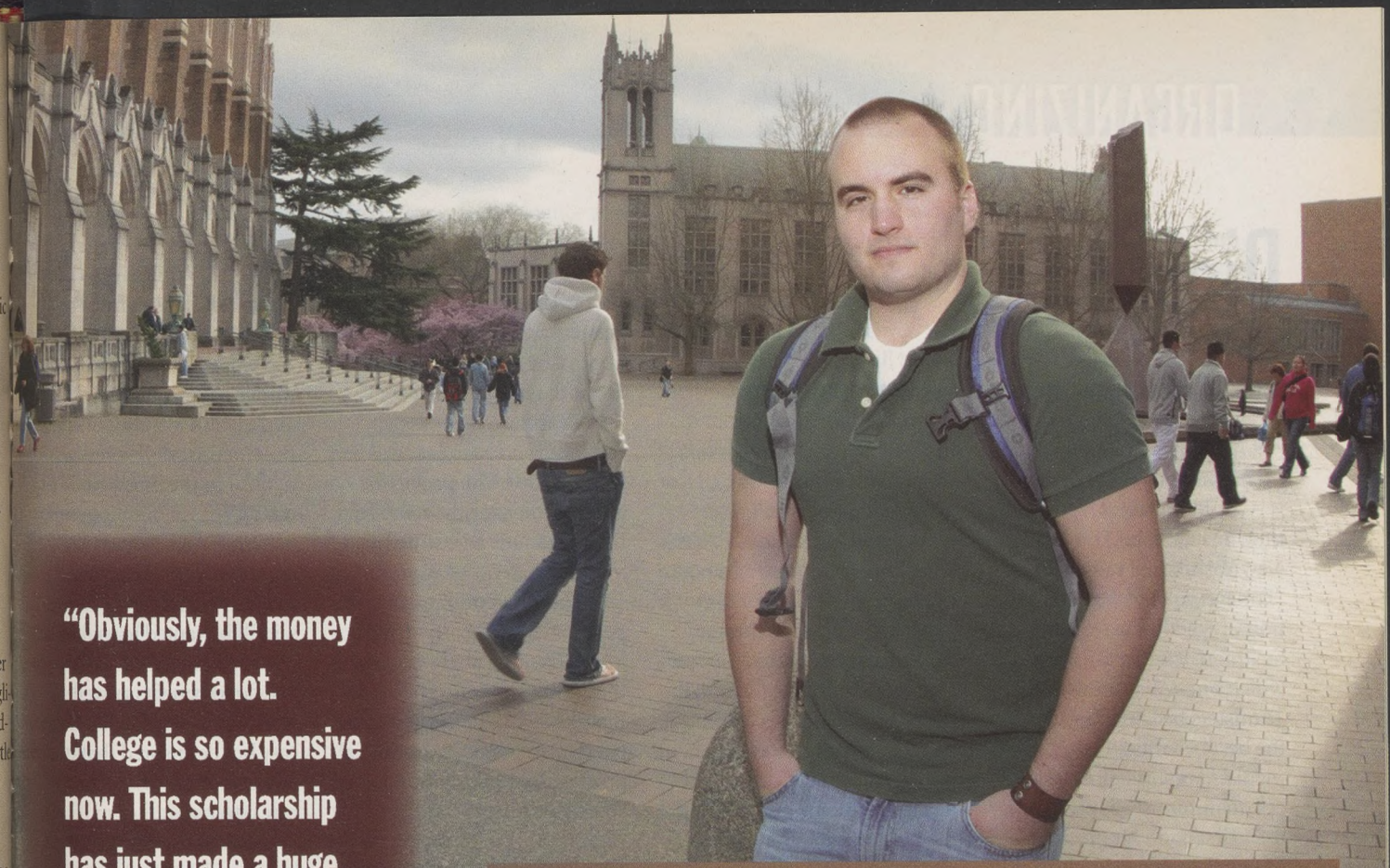
Summers, the Stanford student, also has a grandfather who is a retired Teamster truck driver. He was a member of Local 400 in Cleveland. She first heard about the scholarship from her uncle, another Teamster.

"I am currently planning on majoring in biology and I'm considering veterinary medicine," Summers said. "However, this summer I am also exploring the field of



"My mom has always been proud to be a Teamster member and says that the union has always been good to her... Being able to get help for school from an organization that has helped so much means a lot to both of us."

—JESSICA ORTIZ, UNIVERSITY OF THE INCARNATE WORD STUDENT



"Obviously, the money has helped a lot. College is so expensive now. This scholarship has just made a huge difference."

—BEAU FIGLIOLA, UNIVERSITY OF WASHINGTON STUDENT

paleontology through researching with a professor on campus."

Putting the scholarship into a larger context, Summers said the James R. Hoffa Memorial Scholarship Fund furthers the mission of the labor movement as a whole.

"The greatest achievement of the union, I feel, is its role in the community. As the union continues to be a valuable protector of rights, it has risen to take action in response to distress—for example, the union's commitment to providing assistance to those affected by natural disasters and those in financial need," Summers said.

"This scholarship is the result of many dedicated individuals and I feel honored to know that I have such a great amount of support behind me," she said. "With my education and the Teamsters behind me, I ultimately hope to find a career that makes a positive contribution to the community in some way."

Knowledge for a Lifetime

Scholarships Awarded to Student Essayists

In addition to the James R. Hoffa Memorial Scholarship, there is also an essay contest where scholarships are awarded to the winners.

Thirty children and grandchildren of Teamster members who participated in the union's first essay contest were awarded scholarships in 2005. The new scholarship program rewarded essays about what growing up in a Teamster household had meant to the applicants.

The hundreds of submitted essays covered a wide range of issues, from how Teamster benefits assisted their families to why it helped knowing their parents had a secure job and safe future because they were union members.

The new scholarship is offered to all students with a B average or better.

A Big Success

"Thanks to all the supporters of the James R. Hoffa Memorial Scholarship, we are now able to give even more to Teamster children and grandchildren," said Jim Hoffa, Teamsters General President. "Last year's fundraising event was a big success. We look forward to this year's fundraiser and will continue to increase the scholarship awards if possible."

One way individuals can support the scholarships offered by the Teamsters Union is to purchase items from the Teamster store at www.teamstersmerchandise.com. At the Teamster store, all items are 100 percent union-made and American-made. A portion of the price of every item goes to the James R. Hoffa Memorial Scholarship Fund.

Donations can also be made directly to the fund. Information on the 2006 scholarships will be available in July. Visit www.teamster.org for more information.

Dialed In

Radio Workers Tune to Teamsters Representation

"This was an unusual situation," said Alex Blair, morning drive-time host at WHLD, a Buffalo, New York-based radio station. "For everyone, it wasn't a question of whether we're going to be union, it was a question of which one. We went with the Teamsters because they have the best benefits."

Blair and his fellow employees unanimously approved their first contract in early March, less than a week after Niagara Independent Media, the operator of WHLD, voluntarily recognized the workers' union with Cheektowaga, New York-based Local 264. The workers include 12 on-air personalities, producers and board operators at WHLD.

"This is a great contract for the workers," said M. Scott Chismar, Local 264 Organizing Director. "The pay is fair and it has a tremendously rich benefit package, including fully paid health insurance provided by the Upstate New York Teamsters plan."

"It's a spectacular contract," said Joe Schmidbauer, host of the newsroom on WHLD. "The benefits are very, very good. The health care is very, very good—about the best there is."

The three-year contract, retroactive to March 1, was ratified 10-0. The pact came about soon after the radio station began broadcasting in mid-February.

"There's a good reason people haven't heard of situations like this, that's because this hasn't happened before," Blair said. "We're the first independently owned, commercial progressive radio station in the country."

Employer Neutrality

The founder of Niagara Independent Media, Brian Brown-Cashdollar, was a member of Local 264 when he worked at the Western New York Committee for Occupational Safety and Health (WNYCOSH). Brown-Cashdollar remained neutral in the employees' organizing effort.

"Brian was covered with a good Local 264-negotiated contract at WNYCOSH," Chismar said. "He wanted to make sure employees at the radio station had good benefits as well. And to Brian's credit, he did. It's not easy but he ensured that every employee receives full health care coverage."

After the radio workers became Teamsters, the twist on the common organizing-and-contract campaign continued, as a robust pact was negotiated and ratified in less than a week.

"The representation-and-contract process was lightning-fast," Chismar said. "Being a veteran of many vicious anti-union employer campaigns, this was a pleasant experience. We'd welcome more of these types of campaigns."



LOCAL 673

VWR International

Workers at VWR International in Batavia, Illinois voted to join Local 673 in West Chicago, Illinois. The bargaining unit is made up of 79 warehouse and maintenance workers.

"I am very happy the workers of VWR International made the decision to join the Teamsters," said Santiago Perez Jr., a Local 673 organizer. "The organizing committee did an excellent job, and it was great to get help from Teamsters working with VWR in other states."

The extra help came from Local 676 in Collingswood, New Jersey and Local 853 in San Leandro, California. Local 676 has represented VWR employees in Bridgeport, New Jersey for more than 35 years, and Local 853 has represented the VWR employees in Brisbane, California for more than 50 years.

"Current VWR Teamsters at Locals 853 and 676 sent letters to the Batavia workers, citing recent successes the Teamsters have brought them," said Rick Whitcomb, another Local 673 organizer. "Some of the stewards even offered their personal phone numbers for the workers to call. That really shows a strong level of support."

LOCAL 961

Frontier Airlines

An overwhelming majority of the 19 stock clerks at Denver-based Frontier Airlines voted to become members of Local 961. The stock clerks' victory was influenced by two Teamster-negotiated contracts ratified recently by approximately 400 coworkers.

"This is a great result not only for the stock clerks but for all workers in maintenance at Frontier," said Matthew Fazakas, President of Local 961 in Denver. "It strengthens the jobs and benefits of all Teamsters at the airline."

The victory follows Teamster-negotiated contracts ratified by two groups of Frontier coworkers. Approximately 270 mechanics—represented by Local 961, Local 986 in South El Monte, California, and Local 41 in Kansas City, Missouri—ratified their three-year contract in January. In September 2005, approximately 120 aircraft appearance agents—who are Local 961 members—agreed to their first contract, that prohibits subcontracting work. Both contracts also strengthened workers' wages and benefits.

"These contracts definitely had an effect on the election," Fazakas said. "They show the stability of a union contract, the pay increases and the benefits, and it's all in writing. The company has promised the workers things but wound up not actually coming through with what it said it would."

Local 961 is sending contract surveys to the stock clerks as workers begin the process of forming a negotiating committee. The local has begun scheduling dates to begin contract negotiations with the company.

LOCAL 961

BUC Transport

Drivers for BUC Transport, a DHL independent cartage contractor (ICC) in Boulder, Colorado chose Local 961 for representation. A majority of the workers voted in favor of the Teamsters Union in a hard-fought battle with the company. There are 27 workers in the bargaining unit.

"The group held strong and did not buckle under the company's heavy anti-union tactics," said Bill DeGroot, a business agent at Local 961 in Denver.

"We want to thank all of the members of Local 961 for their help in this campaign, along with the valued assistance from International Representatives Ed Bagwell and Brad Slawson," said Matthew Fazakas, President of Local 961. "Our plan to organize the DHL ICCs in Colorado is on schedule, with two sites organized and six other groups on the horizon."

LOCAL 166

Omnitrans

More than 130 workers at a public transit company now have a strong voice as Teamsters after voting to join Local 166 in Bloomington, California.

The mechanics, maintenance workers, fuelers, tire repairers and clerical workers at Omnitrans in San Bernardino, California voted 81-23 to join the local. The 133 workers had been represented by an association, but they received poor representation. Omnitrans provides bus service in the San Bernardino Valley.

"Their biggest concern was getting real representation, the kind that only the Teamsters can provide," said Tom Lewellen, an organizer and business agent with Local 166. "They also want better, more affordable health and welfare benefits. Right now, they pay about $600 per month for family health coverage."

"Soon we'll have a second meeting with the company to discuss contract issues, and we're looking forward to negotiating a strong contract," said Mike Bergen, Local 166 Secretary-Treasurer.

Local 166 is already providing strong representation. For example, a mechanic who recently returned from the war in Iraq was at odds with the company over her back pay and benefits owed to her under the Uniformed Services Employment and Reemployment Act (USERRA).

Local 166 leaders went to bat for the worker, and the company agreed to pay her one year's worth of back salary, moved her to a higher job classification and will pay her all the vacation and holiday time she accrued while at war.

"We are pleased to help this veteran, and we look forward to providing solid representation to all the employees at Omnitrans," Bergen said.

LOCAL 326

M.A.B. Paints

Workers at M.A.B. Paints distribution warehouse in Newark, Delaware voted to join Local 326, based in nearby New Castle.

Local 169 represents approximately 25 workers at a similar warehouse in the Philadelphia area. A representative of Local 169 called John Ryan Sr., President of Local 326, to tell him the company had recently opened a warehouse in his jurisdiction.

"The workers here have gone too long without a pay increase—they want fair pay and equal treatment," Ryan said. "But their main concern is respect and dignity on the job. They know that a Teamster contract will help achieve their goals."

There are seven workers in the bargaining unit, but that number is expected to grow, Ryan said.

Just What the Doctor Ordered

250 Doctors Join the Union to Offset Insurance Company Demands

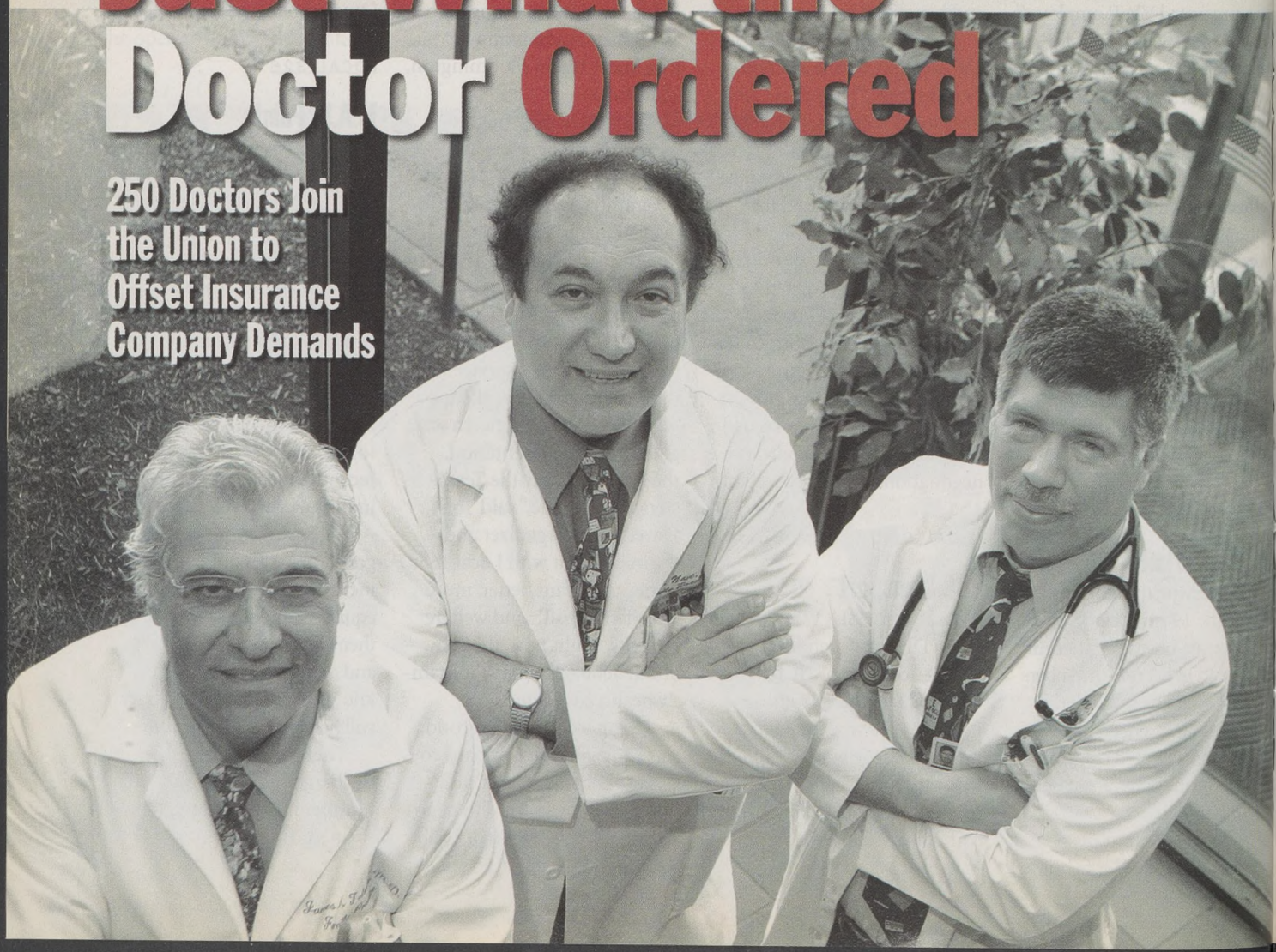
Dr. Dennis Nave had a patient, a 37-year-old man with kids, who needed an operation for his kidney cancer. In order to perform the surgery, Dr. Nave needed the insurance company to approve it.

When he finally got in touch with the insurance company, he didn't get the answer he was looking for.

"From his cell phone on the golf course, this guy told me, 'He is entitled to good care, not the best care,'" Dr. Nave said. "It had gotten so bad that the insurance companie were really dictating what the doctors did a day-to-day basis. After that, I thought, 'th only way to fix this is through a union.'"

So that's just what he and his cowork did. Dr. Nave and approximately 250 oth doctors in Syracuse, New York and the surrounding community overwhelmingl voted to join Local 1149 in Syracuse.

"There is a crisis in the delivery of me ical care in this community that needs to be addressed, and we need to take strong measures to fix it," Dr. Nave said.



An Important Step

Frustrated from dealing with an overbearing insurance industry that was basically telling doctors what they could and couldn't do, the doctors were fed up.

Excellus Health Plan Inc., the area's largest health insurer, saw their profits skyrocket by 88 percent in 2005. Despite this, Excellus demanded double-digit increases from its subscribers, imposed 20 percent cuts in fees paid to doctors and then turned around and gave millions of dollars in bonuses to the company's executives.

"This kind of behavior is uncalled for from a nonprofit organization that tells doctors, hospitals and patients that they have to make do with less," said Dr. Nave, a family physician.

"Every labor agreement we negotiate typically focuses on health care, so this is an important first step in attempting to fix a health care system that is clearly broken," said Steve Richmond, President of Local 1149 in Baldwinsville, New York. "We are thrilled to welcome the doctors into our organization."

Open Up and Say 'Teamsters'

The doctors chose the Teamsters because of their ability to provide local representation in the review of contracts with insurance carriers, for a more effective voice on legislative matters in Albany, as well as a more effective approach in recruiting other doctors.

"Joining the union wasn't a monetary issue for us," Dr. Nave said. "We were tired of basically being controlled by an insurance company. As doctors, we are the ones who should dictate how medicine is practiced."

The interference by Excellus grew to be a daily problem, where the company would micromanage everything—not just doctors but the patients.

"I saw many people denied care and, because of that, had prolonged disabilities," Dr. Nave said. "This affects everyone, from employers to coworkers to families."

Life and Death Decisions

Nave and his fellow doctors said the situation was horrible until the Teamsters stepped in.

"The insurance company was calling the shots and the doctors just wanted to practice medicine again," Richmond said. "Life and death decisions were being made by the insurance company and the doctors got fed up with it."

The Syracuse doctors are the first private practitioners in the nation to join the Teamsters Union and, according to Richmond and Nave, won't be the last.

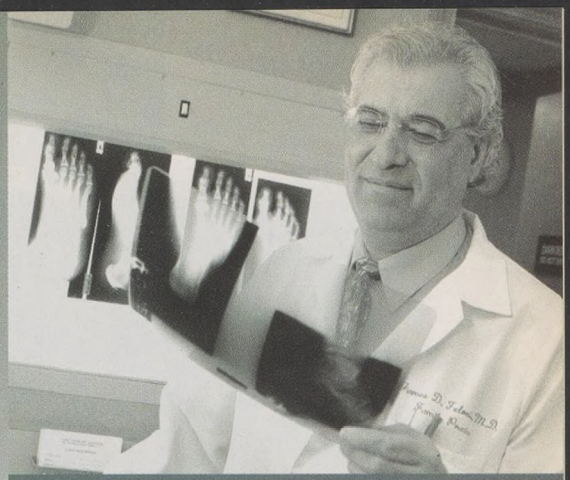
"Once other doctors see the benefits of joining a union like the Teamsters, more will want to join," Richmond said.

More Clout

"We wanted the Teamsters because they have clout," Dr. Nave said. "With the Teamsters, we hope to restore our ability to make patient care decisions without being overruled by insurance companies."

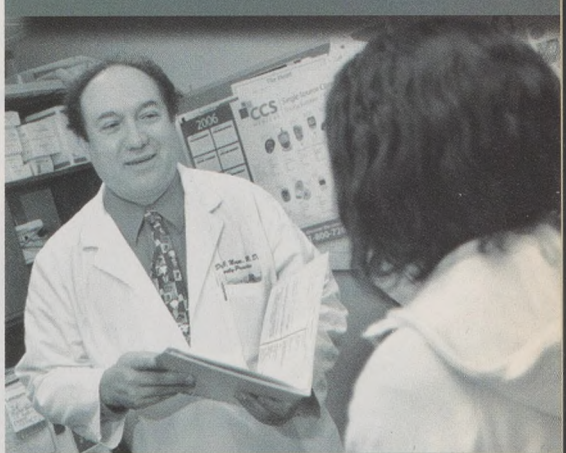
"We're going to have a good relationship with these workers," Richmond said. "The doctors shopped around the looked into a lot of different unions. Once they took a closer look at the Teamsters Union, the doctors saw what we are about and they liked what they saw."

"When you deny care to a patient, it has a domino effect," Dr. Nave said. "It's a concern for all consumers. If we have collective bargaining, we will have the ability to negotiate into contracts some fairness and some sanity into how patients are treated. If we can treat them properly the first time, everybody will save money."



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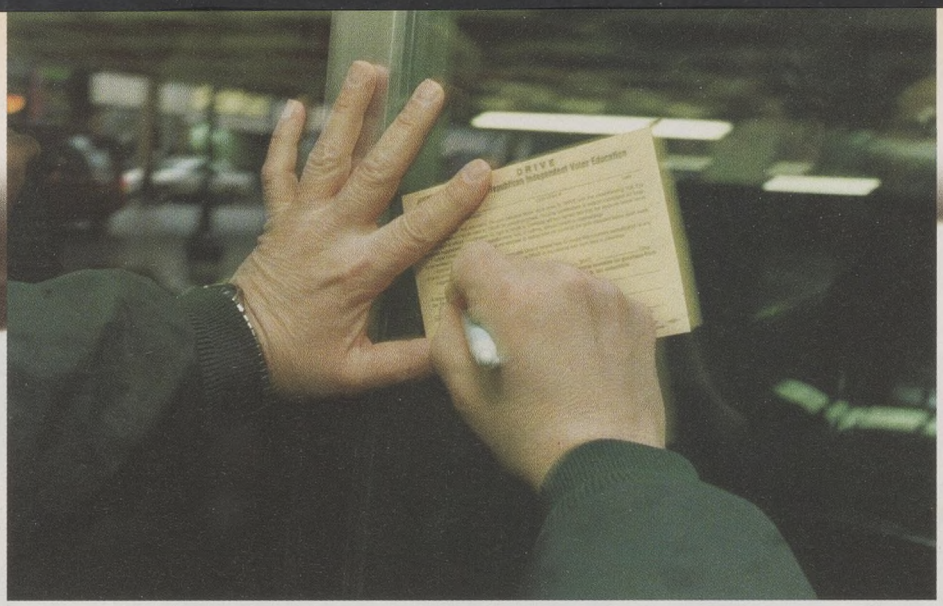
– DR. DENNIS NAVE, LOCAL 1149





DRIVE TO

Teamsters Political Action Committee Puts Michigan Teamsters to Work



SUCCEED

When Kevin Moore first took over as President of Local 299 in Detroit, he was determined to build a political program that would help grow his membership. As a first step, he contacted the Teamsters Government Affairs Department and asked for help in setting up a DRIVE campaign at Local 299's worksites.

The Democrat Republican Independent Voter Education fund (DRIVE) is one of the leading political action committees in the nation and consistently ranks in the top three in the North American labor movement. Voluntary contributions from individual Teamsters provide the lifeblood of DRIVE, with most participants giving one or two dollars a week to the fund.

"Five years ago, we weren't even in the top 25 local unions nationally when it came to the percentage of members in DRIVE," Moore said. "Today we're ranked number one in Michigan and third in the nation, and that increase in political activism is paying dividends for our members."

Direct Benefit

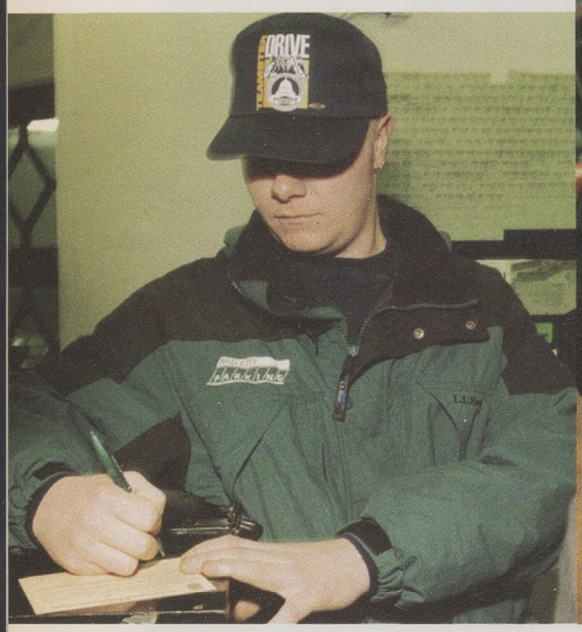
Moore cited a recent problem with Ford Motor Company as the perfect example of how increased participation in DRIVE has directly benefited the members of Local 299. Last year, the automaker announced its intention to have nonunion carriers haul the new model Ford Mustang. Initial conversations with the company went nowhere, as representatives from Ford made it clear that they saw no downside to making the work nonunion.

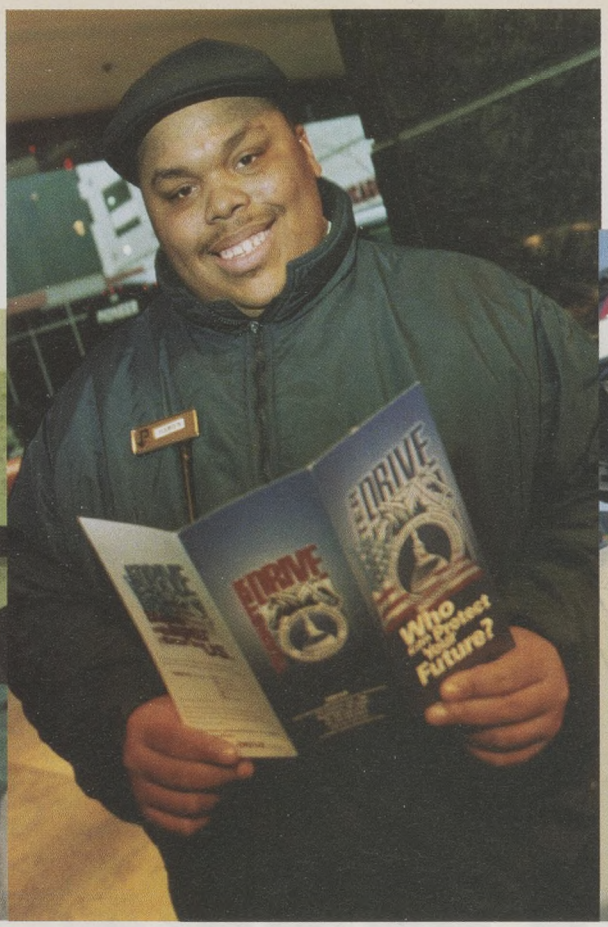
But then something happened that the company had not expected and—more importantly—could not ignore.

Ford executives started getting calls from elected officials letting them know the advantages to having members of Local 299 haul their new Mustang. Over the years, the Governor's office, state legislators and city officials had helped Ford in the name of job creation. Now Ford was hearing back from those same officials that the jobs being created in this case should be Teamster jobs.

A Clear Message

"My message to Ford was clear," said Raymond Basham, Michigan State Senator for the 8th District. "I wanted these jobs to have a decent wage and meaningful benefits, and the only way to ensure that is to give the work to a carrier with a Teamster contract."







As the political pressure mounted, the company eventually realized its only option was to re-bid the work to a union carrier.

"I have a job today because my local union is a strong supporter of DRIVE," said Michael Rich, one of the members of Local 299 who now hauls the Ford Mustang. "I'm living proof of how contributing to DRIVE helps make our union not just stronger, but larger."

Michael Rich is not alone. More than 100 other members of Local 299 are on the job hauling the new Mustang.

Close Ties

"It's the same story every time a big corporation wants to try to trim costs," said Jim Hoffa, Teamsters General President. "They know if they can shift the work to non-union companies then it's open season for hacking away at workers' rights, wages and benefits. As the Ford experience at Local 299 proves, in those situations it never hurts to have friends in high places."

Building close ties with elected officials is neither quick nor easy, but it does pay off. Local 299 has been working on it for years, including their participation in the union's 2004 presidential election program. Members of the local took time off from their jobs and received training in worksite education and mobilization. Teamsters who participated in the political program developed the skills necessary not just to promote candidates and legislative issues, but also to assist with organizing drives using the same ability to talk one-on-one with workers.

In addition to readying this army of trained political activists, Local 299 also took the unusual step of funding a part-time position to sign members up to DRIVE. Organizer Al Hinojosa now splits his time between recruiting new members and promoting DRIVE.

"Serving in both capacities is very rewarding," Hinojosa said. "I get to see firsthand how signing members to DRIVE pays off when we're on an organizing campaign and need a little extra boost from our friends in elective office."

Changing to Grow

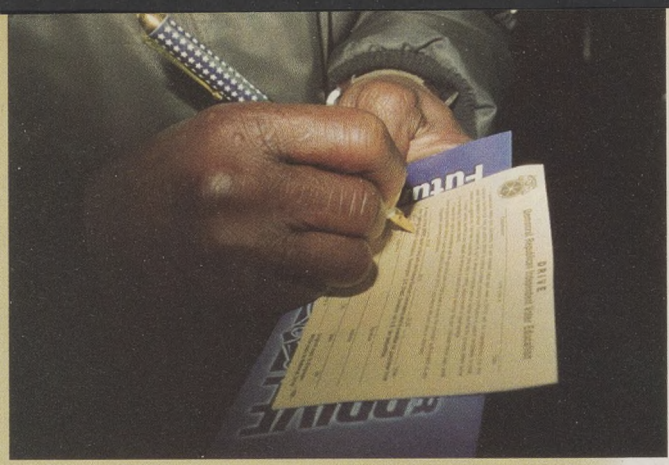
What's happening at Local 299 is happening on the national level as well. The Change to Win federation was born largely out of a belief among certain unions that more political action must be directly focused at growing the labor movement.

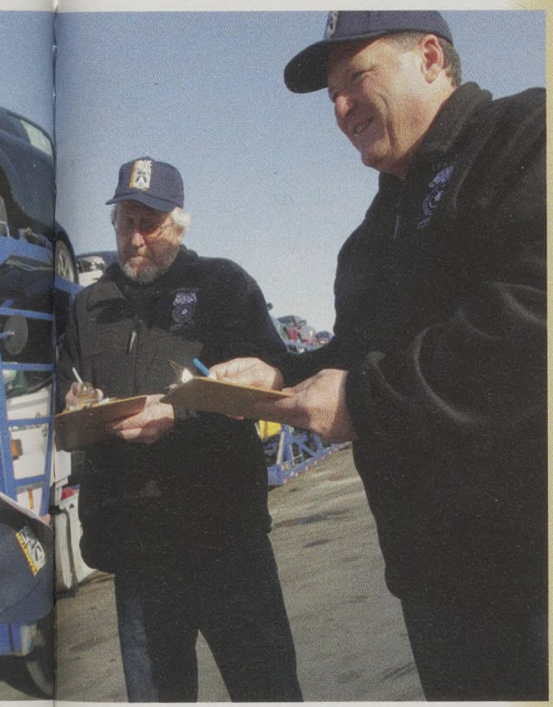
"When it came to politics, too many people in the labor movement forgot our reason for existing," said Tom Keegel, Teamsters General Secretary-Treasurer. "Along with our sister unions in Change to Win, we're putting politicians on notice that a commitment to helping us organize more members is at the top of our legislative agenda."

"Many of our friends in elective office stand with us on important issues because they share our underlying commitment to working families," Moore said. "But while they may not admit it, politicians do make a point of knowing which unions train their members in political action and which locals strongly support their political action committees."

Winning in California

Last year's Special Election in California proved the importance of being ready for an assault on union members' rights to political speech.





Fighting Back

DRIVE Helps Grow the Labor Movement

"With my job and my family, I don't have time to get heavily involved in political campaigns," said Pat Hendrix of Local 391 in Greensboro, North Carolina. "But I know that the Teamsters Union is out there fighting for me and other working families every day, and contributing to DRIVE is my way of joining that effort."

In recent years, labor has often found itself on the defensive in the political arena. Efforts to stifle the rights of union members to participate in the political process have emerged as one of Big Business' major goals. Anti-worker special interests know that if they can muzzle union members, they will have a clear path to lower working standards, gut wages, repeal workers' rights and continue to hack away at pensions and other important benefits.

"Corporate America outspends labor unions 17-to-1 in elections and they're doing everything they can to widen that gap," said Jim Hoffa, Teamsters General President. "Contributing to DRIVE is a great way for members to fight back."

On the Offensive

In many so-called "right-to-work" jurisdictions, the Teamsters are going on the offensive by launching efforts to overturn anti-organizing laws in city halls and statehouses. In Tennessee, the campaign to organize law enforcement officers has included an aggressive political program aimed at overturning municipal statutes prohibiting the rights of police to organize.

"The employers, in this case local governments, thought they could stop us simply by pointing at their anti-organizing laws," said Jesse Case, who has served as the lead organizer in the law enforcement campaign. "But when their switchboards started lighting up and we started showing up in large numbers at their weekly meetings, they realized we weren't going to go away until these officers had the right to organize."

Whether playing offense or defense in the political arena, contributions to DRIVE are used to support a number of activities, including:

- Implementing voter registration programs;
- Providing financial support for political candidates who have a proven record of working for Teamsters—not against them;
- Keeping Teamsters and their families informed on key issues; and
- Supporting rallies, news conferences, advertisements and phone banks to build support for issues of concern to working people.

Take time today to strengthen the collective voice of working families and help grow the labor movement. Contact your local union to find out how you can join DRIVE.

"Big Business wanted to make it harder for working Californians to join a union so, as a first step, they got Governor Schwarzenegger to hold a referendum aimed at cutting off our right to political speech," said Randy Cammack, International Vice President and Secretary-Treasurer of Local 63 in Covina, California. Local 63 ranks number one nationally in total contributions to DRIVE.

"Thanks to DRIVE, we were ready for that fight and we beat the Governor and his cronies in the Special Election," Cammack said.

Today, California remains a state that respects a union member's right to political speech, as well as a worker's right to join a union. And for Teamsters across the country, joining DRIVE is still one of the easiest ways to help grow the union.

"My father used to have a saying: Every member an organizer," Hoffa said. "By giving just one or two dollars a week to DRIVE, any Teamster can become an organizer because today, political leverage is a critical part of any organizing campaign."



A First At Hertz

Rental Car Workers Make History in North Carolina

Ernest Farmer and his coworkers at Hertz Rent-A-Car made history recently by joining the Teamsters, breaking new ground in North Carolina.

"This is an historic victory as the Hertz workers in Charlotte become the only organized rental car workers in the state of North Carolina," said Ted Russell, President of Local 71 in Charlotte, which will represent the new members. "We look forward to negotiating a strong contract for our newest members."

The victory is the latest in the union's efforts to organize workers at rental car agencies across the country. Recently, the Teamsters have organized more than 230 workers at rental car companies.

In the latest win, Farmer said he and his coworkers at the Charlotte airport were sick and tired of not being able to challenge management's decisions.

"When workers challenge management's authority, they face getting fired," said Farmer, who drives a courtesy bus at the airport. "The company's decision is

Rental Car Pile Up

Recent Teamster victories include:

- ***Local 385, Orlando, Florida***—140 workers at National Alamo vehicle rental. Most of the service agents, turn-back agents and mechanics work at Orlando International Airport. A small group works at a center at Disney World;
- ***Local 495, Pico Rivera, California***—50 workers at the National Alamo rental agency at Ontario Airport in Ontario, California won card-check recognition from the company. The recognition from the company is "wall to wall," covering rental agents, service agents, mechanics, greeters, booth agents, tire and lube servicemen, car service drivers and shuttle drivers; and
- ***Local 299, Detroit***—11 workers at Hertz at the Detroit Metro Airport. In a campaign aided by volunteer organizers, the 11 workers now have a strong voice. The workers install child seats and make other preparations for customers, and clean rental cars upon their return. Local 299 represents all the other Hertz workers—approximately 400 of them—at Detroit Metro Airport.



final, and workers have no recourse."

"This victory came despite an intense anti-union campaign by management that included terminations of three union supporters and the managers falsely telling workers that they would lose their 401(k) if they voted for the union," said Matt Emmick, an organizer with Local 71.

The counter sales representatives and courtesy bus drivers voted 25-8 to choose Local 71. There are 33 workers in the bargaining unit.

Change Needed

"Workers can invest years at Hertz and, if they speak up, face losing it all in just seconds," Farmer said. "That needs to be changed."

"The workers are seeking to end the unfair discipline system they face and they want a procedure to challenge management's decisions," Emmick said. "Workers are also seeking affordable health insurance and they want to be treated with dignity and respect."

The campaign got a boost from religious, political and community leaders, as well as other unions. Supporters wrote letters and made phone calls in support of the workers' desire to unionize.

"Thank you to all of you who stood with the Hertz workers by writing letters and making phone calls," Russell said. "Many workers said that knowing the larger community was behind them helped them stand strong."

Unfair Labor Practice (ULP) charges are still pending regarding the three firings and should be resolved soon, Emmick said.

Great Representation

Farmer, who has worked at Hertz since last summer, said workers will have a stronger voice as Teamsters.

"I'm optimistic that we can get the changes so management doesn't think it can do whatever it wants because we have no recourse," Farmer said.

Sharon Jackson, another bus driver who has worked at Hertz since last October, voted for the Teamsters because the union has done a great job representing her mother, who works for the city's public transit system.

"My mother was unfairly fired and the Teamsters helped her get her job back," Jackson said. "I'm excited to be a Teamster because I know the union will be there for me if I get treated unfairly."

A Stronger Voice

Ben Tolufashe, a counter sales representative, has worked at Hertz in Charlotte for five years and at Hertz in Austin, Texas for two and a half years.

Tolufashe said the health insurance is too expensive, and many workers cannot afford the cost, which is about $100 per week.

Whether the battle is for more affordable health insurance, a grievance procedure or fighting for fairness, Tolufashe said he and his coworkers are already stronger.

"We're Teamsters. The company wouldn't listen to us before. But now we have a stronger voice," he said.

REPORT 94 TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board
Benjamin R. Civiletti
Joseph E. diGenova
William H. Webster
DATED: April 20, 2006

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Ninety-fourth Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss the status of previous IRB charges about which we have previously informed you.

II. STATUS OF PREVIOUS IRB CHARGES

A. JOHN KIKES - LOCAL 78, HAYWARD, CALIFORNIA

We have previously informed you that John Kikes, International Representative and Local 78 President, allegedly brought reproach upon the IBT when, subsequent to William T. Hogan, Jr.'s permanent bar from the IBT, he had knowing and purposeful contact with him. General President Hoffa filed the charges against Mr. Kikes and appointed a hearing panel. A hearing was held September 15 and 16, 2005.

By decision of October 20, 2005, Mr. Hoffa accepted the recommendation of the hearing panel and permanently barred Mr. Kikes from the IBT or any other IBT-affiliated entity or Fund and from contact and association with officers, members, employees, representatives and agents of the IBT or any other IBT-affiliated entity or Fund.

After review of appeal documents from counsel to Mr. Kikes and from the Chief Investigator, the IRB notified General President Hoffa and counsel to Mr. Kikes that it found the IBT decision to be not inadequate. The IRB then made Application 121 to Judge Preska for review. On March 21, 2006, counsel notified Judge Preska that he must withdraw as counsel for Mr. Kikes. Judge Preska has extended the time for Mr. Kikes to file papers in connection with Application 121.

B. THOMAS RYAN - LOCAL 107, PHILADELPHIA, PENNSYLVANIA

In the last issue of the *Teamster* magazine we informed you that Joint Council 53 issued its 1996 decision that former President of Local 107 Thomas Ryan be removed from office, barred and prevented from running for or holding office or working for an IBT local or affiliate for five years, and suspended from membership for five years. The IRB notified Joint Council 53 that its decision was not inadequate.

In December 1998 the IRB recommended to Members of the Executive Board of Joint Council 53 that Mr. Ryan be charged with, while suspended from all IBT-affiliated positions and IBT membership, continuing to be involved in the IBT national election and campaign functions. Joint Council 53's finding was that Mr. Ryan be permanently barred from all IBT-affiliated union positions, including membership in the IBT and prohibited from receiving compensation from IBT or any IBT-affiliated source. On February 18, 1999, and in more detail on November 15, 1999, the IRB notified Joint Council 53 and counsel to Mr. Ryan that the decision was not inadequate.

After new counsel to Mr. Ryan notified the IRB of his pending lawsuit and contacts with Judge Preska for disposition of this matter, Application 122 was made by the IRB for ruling by Judge Preska. Judge Preska has received all requested responses to the application.

C. EDMUND BURKE - LOCAL 631, LAS VEGAS, NEVADA

We have previously informed you that Local 631 Secretary-Treasurer Edmund Burke allegedly brought reproach upon the IBT and violated his fiduciary duty by failing to investigate or to act in response to Local 631 business agent Frank Incandella's repeated admissions that he had contact with Dane Passo in violation of the Consent Order after Passo was permanently barred from the IBT. Mr. Hoffa adopted and filed the proposed charges, appointed a hearing panel and a hearing was held April 4, 2006.

D. ROBERT RILEY - LOCAL 714, BERWYN, ILLINOIS

We have previously informed you that Local 714 Director of Organizing Robert Riley allegedly brought reproach upon the IBT and violated his membership oath when he, subsequent to November 17, 2003, had knowing and purposeful contact with William T. Hogan, Jr., who had been permanently barred from the IBT on May 29, 2002. Mr. Hoffa filed the charges and appointed a hearing panel which held a hearing on January 20, 2006.

On February 10, 2006, Mr. Hoffa adopted the panel's recommendation and reissued it as the decision of the General President. Mr. Riley is permanently barred from the IBT and any IBT-affiliated entity or Fund and is permanently barred from contact and association with officers, members, employees, representatives and agents of the IBT or any other IBT-affiliated entity or Fund.

The IRB requested that Mr. Riley and counsel to Mr. Riley furnish any objections to the IBT decision to the IRB. Objections were received by the IRB on March 7, 2006. On March 23, 2006, the IRB notified General President Hoffa that the panel's report and recommendation contained inaccurate and legally incorrect information and it

found his February 10, 2006, decision to be inadequate.

In his response of April 3, 2006, Mr. Hoffa advised that the panel prepared another report which he reviewed and adopted as his own and reissued it as the decision of the General President. The IRB notified Mr. Hoffa that it found the IBT decision to be not inadequate.

E. JERRY VINCENT - LOCAL 783, LOUISVILLE, KENTUCKY

We have previously informed you that Local 783 Secretary-Treasurer Jerry Vincent allegedly brought reproach upon the IBT and violated his membership oath when he, subsequent to Michael C. Bane's permanent bar from the IBT on July 17, 2001, and William T. Hogan, Jr.'s permanent bar from the IBT on May 29, 2002, had knowing and purposeful contact with Mr. Bane and Mr. Hogan. General President Hoffa filed the charges and appointed a hearing panel. A hearing was held on February 24, 2006.

By decision of March 29, 2006, Mr. Hoffa accepted the recommendation of the hearing panel and suspended Mr. Vincent from office, membership and employment for a period of one year. The IRB has the matter under review.

F. ROBERT D'ANGELO - LOCAL 813, LONG ISLAND CITY, NEW YORK

We have previously informed you that the IRB issued an Investigative Report to General President Hoffa who adopted and filed the charges against Local 813 member Robert D'Angelo for knowingly associating with members of organized crime. He then referred the charges back to the IRB for a hearing. The IRB hearing was held on April 19, 2006.

III. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 55 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed by IRB staff only. It is not manned by an investigator; however, the recorded information if complete and within IRB jurisdiction is forwarded directly to the Investigations Office.

Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

IV. CONCLUSION

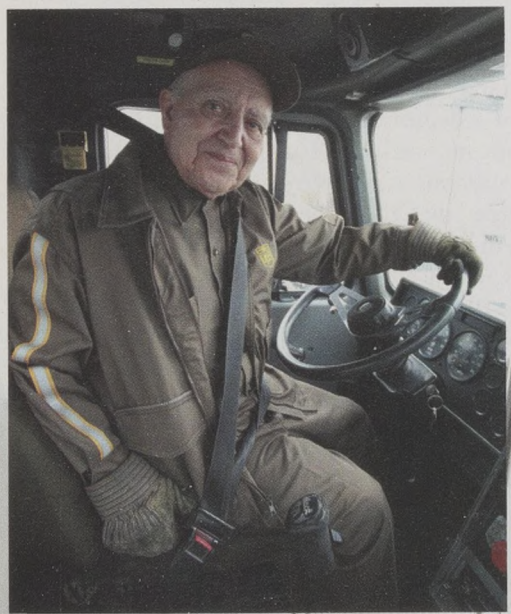
As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities. If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above, you may use the IRB facsimile number 202-434-8084, or you may write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001

60 Years of Service

Marty Peters is Longest-Serving UPS Teamster





On March 7, 2006, Marty Peters celebrated a milestone: 60 years of continuous service at UPS. The only other person in the history of the company who has worked longer is its founder.

"I have worked for UPS since 1946," Peters said. "And I have been a proud member of Local 243 in Detroit since then."

When he reports for his regular 3:30 a.m. to 12:30 p.m. shift, this Macomb Township, Michigan resident splits his time between the cab of a heavy truck moving trailers among the loading docks at a UPS center in Detroit. He also works inside part of the time helping packages with incorrect addresses find their way to recipients.

"What brother Peters has achieved is commendable," said Jim Hoffa, Teamsters General President. "After 60 years on the job, he is still working as hard as he was on his first day."

Remarkable Anniversary

In his 60 years with the company, Peters has only taken five sick days.

"It is the commitment of Teamster like Marty Peters that make UPS a company that people look up to," said Ken Hall, Parcel and Small Package Division Director. "Teamsters at UPS have always been among the nation's most dedicated workers and Marty is a perfect example of that."

Peters was just out of the Army and had returned from serving in World War II when he went to work at UPS. He started out making 95 cents an hour and appreciated that UPS provided his uniform, complete with brown bowtie.

"Back then, everyone had to be dressed like that. You had your bowtie on and your shoes shined," he said.

Thanks to Teamsters

Sixty years later, he has a few more benefits than when he started, and he thanks the Teamsters for making his 60 years with one company enjoyable.

"The Teamsters are great," Peters said. "We wouldn't be where we are without the Teamsters. With them, you know you always have a good, secure job."

UPS has 68 active employees who have been with the company for at least 40 years, but only Peters has passed the 50-year mark.

Work isn't the only thing that keeps Peters occupied. He is still happily married to his wife of 55 years, Christine. They have four children, nine grandchildren and two great-grandchildren.

ELECTION SUPERVISOR'S REPORT TO IBT MEMBERS

Candidate Nominations At The Convention: – The 27th International Convention of the IBT is scheduled to convene on June 26, 2006 and have sessions each day through Friday, June 30. Delegates at the convention nominate candidates for IBT international union office.

The **schedule for nominations** is stated in the **Supplemental Election Supervisor Rules for the 27th International IBT Convention.** Copies can be obtained at the Election Supervisor's Office at the Convention, located in the Gold Ballroom at Bally's, or by downloading them from www.ibtvote.org. The **Supplemental Rules** also govern procedures for floor nominations, floor speeches in support of nominations, campaign activity, floor demonstrations, voting procedures, and observer rights for all aspects of the nominations. The **Supplemental Rules** and Article III, § 5 of the *Rules for the 2005-2006 IBT International Union Delegate and Officer Election* set out all the rules that govern the nomination process.

To be nominated to run for IBT international office, a candidate nominated from the Convention floor must receive at least five percent (5%) of the votes cast in the secret ballot nomination vote for that office. Only delegates accredited by the Office of the Election Supervisor are eligible to cast votes in the secret ballot nomination voting. A candidate for union-wide office (General President, General Secretary-Treasurer, at-large Vice President, International Trustee) must receive at least five percent of the secret ballot nomination votes cast by all delegates. A candidate nominated from the floor for a regional Vice-President position must receive at least five percent of the secret ballot nomination votes cast by all delegates from the floor nominee's region.

Delegate Elections By The Numbers: – 614 IBT Local Unions, GCC Local Unions, BLET General Committees of Adjustment, and BMWED System Federations elected delegates to the 27th International Convention of the IBT: almost all of these elections were conducted since January 1, 2006. There were 152 contested elections for Convention delegate; the other delegates were nominated without opposition. Here is the breakdown of delegates expected to attend the Convention:

	# of Delegates	# of Alternate Delegates
IBT Locals	1,583	985
GCC Locals	112	95
BMWED SFs	46	36
BLET GCAs	57	38
Total	1,798	1,154

These are the figures available at the time this magazine went to press, before accreditation was completed. The final number of accredited delegates and the number of alternates remaining at the end of accreditation may be different than stated here.

General Election Dates: – If any of the IBT international offices are contested after the nominating Convention, the Office of the Election Supervisor will conduct the general election. We expect that ballots would be mailed to the entire IBT membership on October 10, 2006, and that the ballot count would start on November 13, 2006 continuing each day to completion. Details of the balloting and count will be published in coming issues of this magazine, and on www.ibtvote.org.

Candidate Forum: – If the office of IBT General President is contested after the nominating Convention, the candidates for that office (or, if they choose, their General Secretary Treasurer running mates) must participate in a candidate forum where they will have an opportunity to address issues affecting the IBT and its members. The forum will be recorded and the recording will be made available for distribution to members. Check www.ibtvote.org after the Convention for details about the date, time and location of the candidate forum.

Richard W. Mark
Election Supervisor



The James R. Hoffa Memorial Scholarship Fund

2006 Essay Contest

Topic: Describe how the Teamsters Union has benefited your family and explain how you might use your education to involve the labor movement in your future.

For Students attending a community college, 4-year institution or a technical/vocational program, Age 23 and Younger, who are Children or Grandchildren of Teamster Members.

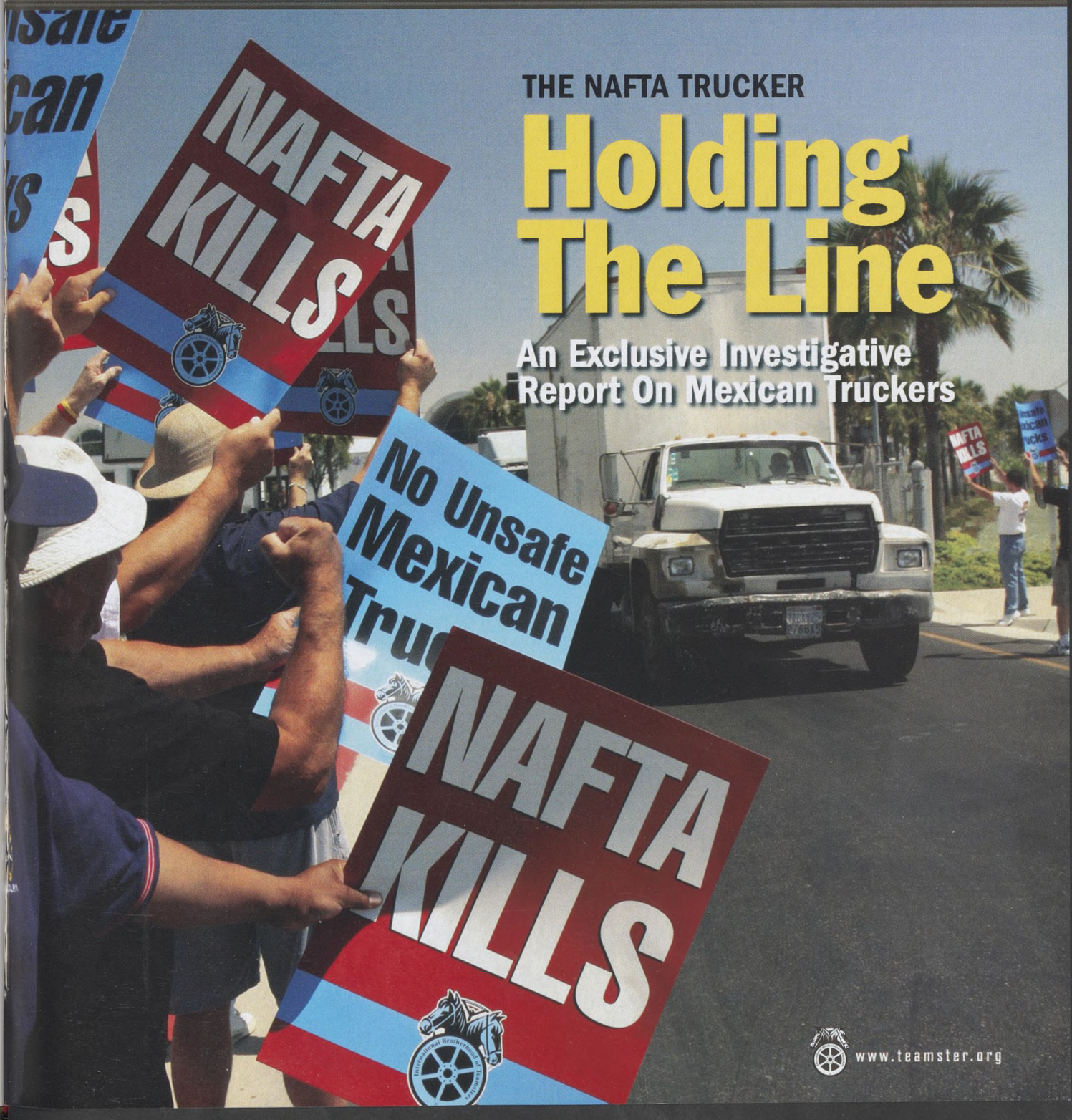
For an application, contact your Teamsters Local Union office or visit www.teamster.org

Deadline for submissions is September 29, 2006

INTERNATIONAL BROTHERHOOD OF TEAMSTERS AUGUST 2006

TEAMSTER

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THE NAFTA TRUCKER

Holding The Line

An Exclusive Investigative Report On Mexican Truckers

www.teamster.org

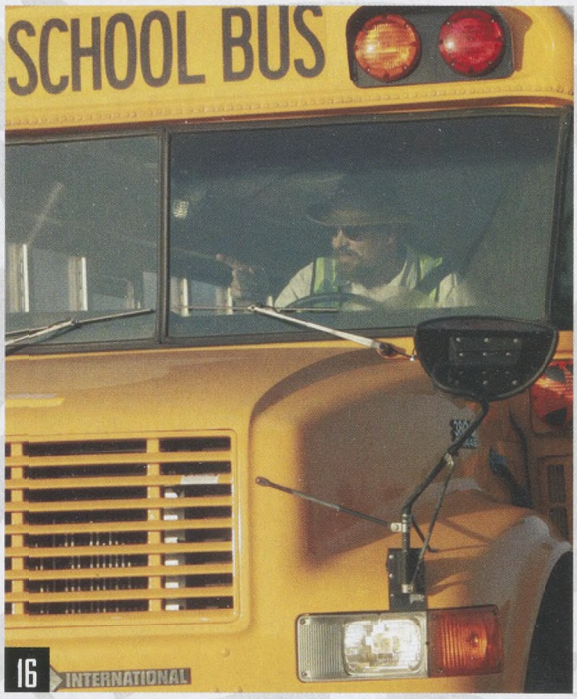
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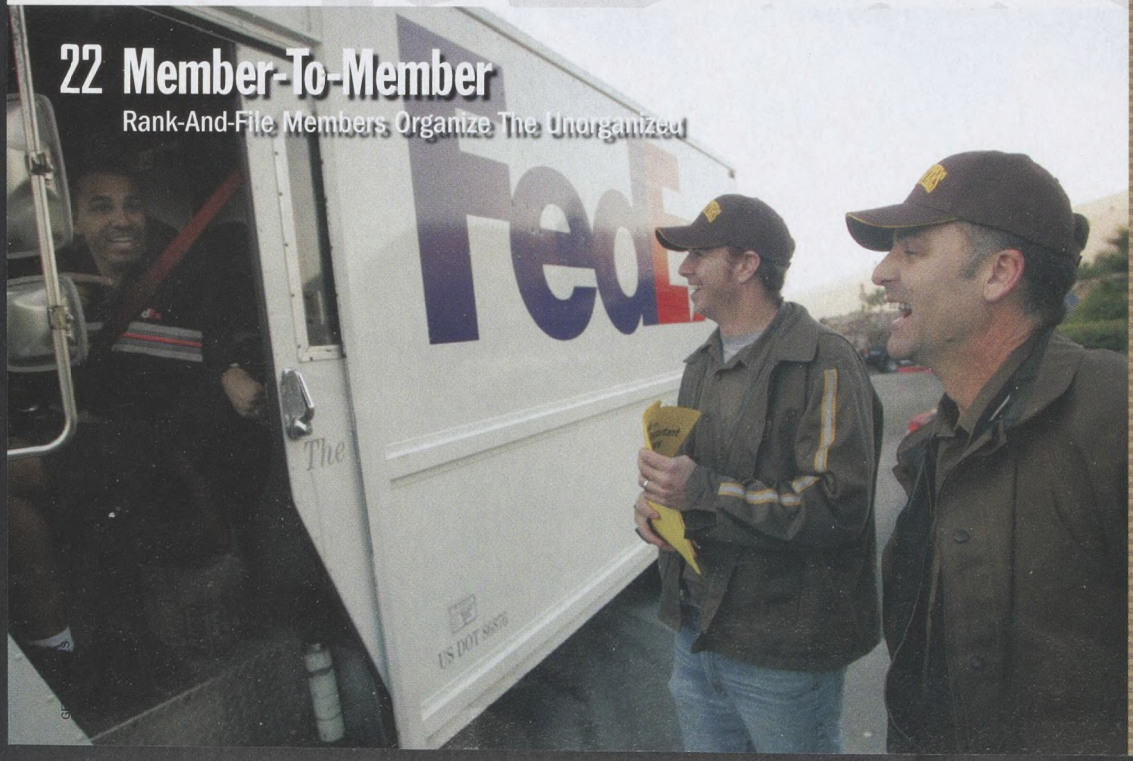
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28 COURT MATERIAL

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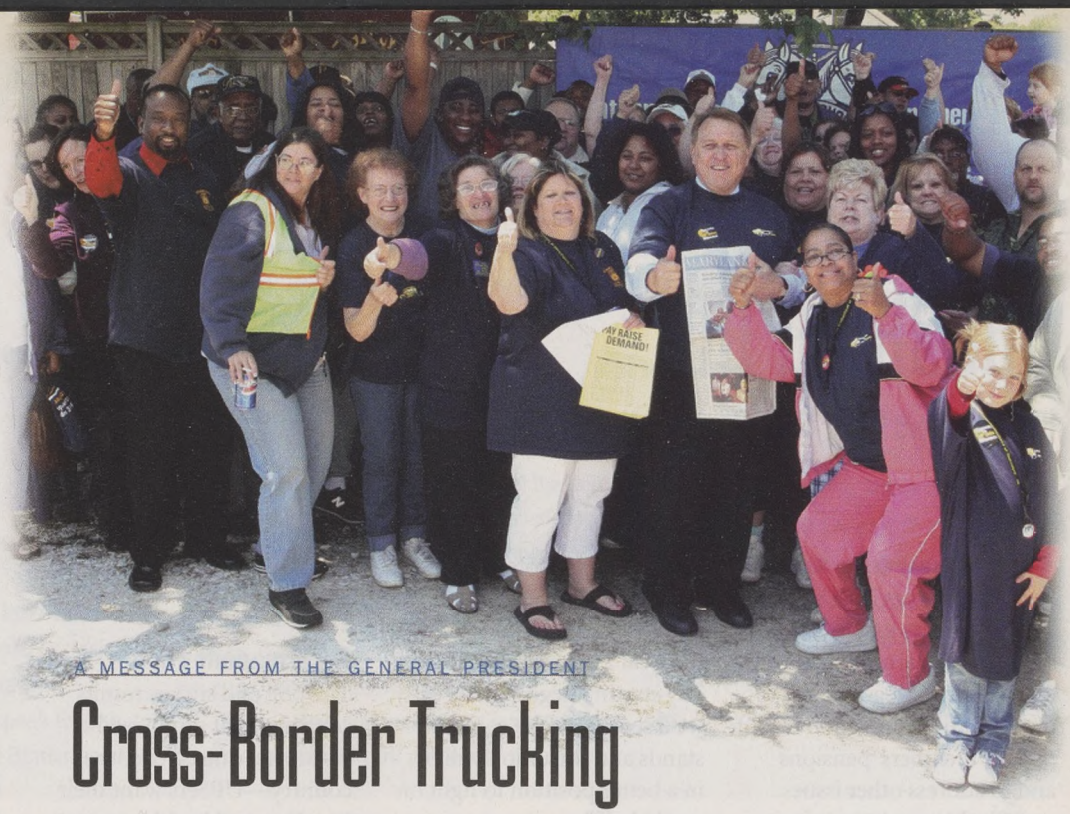
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A MESSAGE FROM THE GENERAL PRESIDENT

Cross-Border Trucking

To most Americans, the issue of cross-border trucking is a simple one. Nobody wants unsafe trucks endangering the lives of our loved ones. That's why we have laws that set the rules for those operating trucks on our highways.

Unfair trade agreements like NAFTA sacrifice workers' rights, public safety standards and environmental protections in favor of protecting corporate interests. This is unacceptable. The health and safety of our citizens must come first. Unsafe equipment operated by exhausted, exploited drivers is a recipe for disaster on our highways.

If the U.S. border with Mexico is opened, millions of Americans would be directly in the path of unsafe Mexican trucks. Many times, these unsafe trucks are overloaded and the driver has been on the road for more than 16 hours—and sometimes these drivers are under the influence of illegal drugs. In addition, most of these trucks spew pollution at a much higher rate than U.S. trucks that must adhere to strict regulations.

Thankfully, the Teamsters have been successful in preventing unsafe Mexican trucks from endangering American lives for the last seven years. Through protests, lobbying and our unyielding support of regulatory action and legislative initiatives, we have been able to deny these trucks access to our nation's highways. Rest assured, we will continue the fight to prevent these trucks from coming north.

The NAFTA Disaster

It is important to remember, Mexican truck drivers are not our enemies. Flawed trade agreements that pit worker against worker are the real enemy. Corporations that believe profits are more important than public safety is who we should be fighting, not our brothers and sisters who are being exploited.

NAFTA has been an unqualified disaster for working families. It has failed to live up to the promises its advocates made in 1993. Instead of creating new jobs, American workers have lost 3 million jobs in manufacturing alone. Instead of creating trade surpluses, the U.S. is suffering through the worst trade deficits in its history.

But NAFTA doesn't discriminate when it comes to hurting workers. Mexican workers have also suffered under NAFTA. Since its passage, more than a million Mexican farmers have lost their livelihoods. Real wages are also down significantly for workers south of the border. In fact, unfair trade agreements are devastating workers across all of Latin America.

Is it any wonder that illegal immigration is at an all-time high?

James P. Hoffa

Speaking Out

UPS Members Favor Early Contract Negotiations

Package-car driver Gerry Stack agrees with his coworkers that the Teamsters Union should pursue early contract negotiations to be in a stronger position to protect members' pensions and to address other issues.

"The biggest issue in my area, by far, is protecting our pensions," said Stack, a 19-year employee of UPS and member of Local 79 in Tampa, Florida. "By starting negotiations early, we'll see where the company stands and the union will be in a better position to fight on our behalf."



In a recent survey, nearly 90 percent of UPS Teamsters urged the union to pursue early contract negotiations—in advance of the August 1, 2008 expiration of the National Master United Parcel Service Agreement. The survey followed a scientific poll of UPS Teamsters showing similar concerns.

A Permanent Fix

The poll and survey results confirm what union leaders are hearing all over the country—UPSers want their pensions and health care protected. Retirement security is the number one concern by far, members say. Members know that Congress is not going to fix these problems today, so the union needs to fix them at the bargaining table. UPS knows the Teamsters will do whatever it takes to make sure Teamsters at UPS are rewarded for their hard work and dedication. The UPS agreement covers more than 200,000 members.

The union is telling UPS it wants to start earlier than usual because members need a permanent fix to the complex problems of pension and health security, and these critical issues will take time to hammer out. It is important for members' peace of mind. Members cannot afford to wait until 2008 to have solutions to these problems.

Pressuring UPS

The UPS National Negotiating Committee, meeting at the National Grievance Panel in Detroit in mid-April, voted unanimously to engage in a program to pressure UPS to enter into early negotiations.

"By forcing UPS to the table early this year rather than wait until late next year or 2008, we would effectively position ourselves to fight for our members' retirement security and health care," said Jim Hoffa, Teamsters General President.

After filling out the survey, UPS Teamsters were asked to sign petitions demanding that the company negotiate early.

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Say What?

Teamster.org Launches New Translation Service

¿Qué?
Ce qui?

Non-English speaking readers no longer have to wonder what's being said on Teamster.org. Now they can read news items, learn more about organizing campaigns or receive legislative updates in their own languages.

Until recently, if you didn't speak English, the majority of the International Brotherhood of Teamsters web site was largely off limits. But using the latest in automated translation technology, any page on the web site can now be instantly rendered in one of a dozen languages.

Translated in Seconds

To translate the web site's text, look for the line of international flags near the bottom of the web page. Click the flag that represents the language you'd like read—French, Spanish, German, Italian, Portuguese, Dutch, Greek, Chinese (traditional and simplified), Japanese, Korean and Russian. The page you're on, and other links that you go to, will be translated in seconds.

This languages now available on Teamster.org covers approximately 90 percent of the world's online population, according to WorldLingo, the Las Vegas company that provides the service.

The cultural nuances of language make it impossible for computer-generated translations to be 100 percent accurate, but readers should be able to gather the meaning of the site's content. Also, the program cannot change words that are part of an image, such as those in the Teamster.org banner, navigational rollovers or buttons. Still, WorldLingo's technology has placed it at the top of the automated translation business with its translations included on several thousand web sites.

Honoring the Fallen

Teamsters Travel to Washington, D.C. for Police Week

Members of the Teamsters Law Enforcement League (TLEL) from across the country recently attended Police Week, a four-day tribute held in Washington, D.C. to honor officers and remember those killed in the line of duty.

"We go to Washington, D.C. every year for Police Week because we had several friends killed in the line of duty," said Officer Kirk Schend, a 16-year police officer from Local 75 in Green Bay, Wisconsin. "They should be remembered not only for what they did on the job, but what they did with their lives."

Schend handed out roses to surviving family members of fallen officers when they arrived at the memorial, while fellow Local 75 member Officer Jo Ann Mignon escorted family members to their seats at the candlelight vigil.

Teamster police officers participated in a variety of events during Police Week, each honoring their fellow officers in their own way.



Never Forgotten

Shaun Beebe, a Teamster police officer from Local 252 in Centralia, Washington, sang at the 25th Annual National Peace Officer's Memorial Service on the West Lawn of the U.S. Capitol. Beebe sang his new song, "Carved in Stone," a tribute to the Peace Officers Memorial Wall in Washington, D.C.

Sergeant Bob Haught, a 14-year veteran of the Nashville police department, has participated in the Police Unity Tour for the past four years. Participants ride bicycles more than 250 miles to help raise money for the National Law Enforcement Memorial. The tour's motto is "We Ride for Those Who Died."

"We meet the families of the fallen officers and we help them work through it. I believe it helps give them some closure," Haught said. "I do this bike tour to help fund the memorial so these fallen officers will never be forgotten."



Keeping Jobs In The U.S.A.

McKissick Teamsters and Management Cooperate to Keep Work at Home

A banner hangs above the freshly machined and painted crane parts that sit on the loading dock at McKissick Blocks in Tulsa, Oklahoma:

McKissick Quality
Working together for our families and our future.
Teamster Pride

"It's a lot different than it was 10 years ago," said Tony Jaboe, a steward at the company. "It seemed as if we were constantly butting heads." Jaboe balls his fists and bangs his left and right hands together. "But then we realized we can't disagree on everything. So that's where we started and everything grew out of that."

Jaboe and the other 232 Teamsters at McKissick have taken an active role in improving procedures and making their workspaces safer and more efficient. As a result, the company has resisted the trend in manufacturing to outsource its work to foreign countries. Today, working conditions have improved and productivity is up. So are sales. In fact, business hasn't been this good at McKissick for 25 years.

Bursting Bubble

In the 1970s, high oil prices in the wake of the OPEC oil embargo financed a boom in domestic energy exploration and production. As drilling intensified, so did demand for McKissick's block and tackle equipment. The bubble finally burst in 1982. As the company sank into bankruptcy, it turned to its employees and asked the bargaining unit for wage concessions. Some workers were laid off. Over time, business improved, but attitudes and working conditions didn't.

"This place used to be a dinosaur," said Randy Campbell, President of Tulsa's Local 523. "The machines were old, their safety record was spotty and the place was a mess. This place was always a trouble spot for the local as far back I can remember."

That's why McKissick was the first place Campbell visited when he became President. "I knew about trucking, but I didn't know about manufacturing," Campbell said. "So I spent a lot of time here getting to know the guys, their concerns and the management."

By opening the lines of communication and working together, the Teamsters and the company have been able to supply increasing demand for their products in Asia.

Creating Jobs

"It makes me sick when I see companies shipping jobs overseas," said Danny Bullett, a Teamster machinist who has worked for McKissick for 39 years. "I think a lot of those companies could work harder to keep those jobs here in America. Cutting jobs and moving work to another country is the easy way out as I see it."

Instead of exporting jobs, McKissick is once again creating them. The 233-employee company plans to add nearly a dozen jobs in 2006 to help feed its Asian exports.

"They are working smarter, not cheaper, and creating a better product," Campbell said. "And you know what? I know, and the workers know, more about this company than we ever did before."

Instead of exporting jobs, McKissick is once again creating them. The 233-employee company plans to add nearly a dozen jobs in 2006 to help feed its Asian exports.



A Healthy Future

Convention Center Workers Secure Wage Increases, Stronger Benefits



"This is the best all-around contract we've gotten here since I've been a Teamster," said Leif Thornton, a 24-year member of Local 82 in Boston. "It's spectacular."

Thornton is among the 500 Teamsters working at the Boston Convention Center. A strong majority of the Local 82 members recently ratified a new three-year contract that significantly raises wages, increases pension contributions and strengthens health care coverage.

"The contract improves the things that matter most to members: wages, health care and pensions," said John Perry, Director of the Teamsters Trade Show Division and Local 82 President. "We were successful in securing an agreement we could all be proud of. We gave nothing back and strengthened workers' positions everywhere."

Big Improvements

Retroactive to April 1, the new contract improves wages and benefits by $5.67 an hour over its three-year term. The wage and benefit improvements include a $1 hourly wage increase each year, plus hourly health and welfare and pension plans increases of 82 cents, 89 cents and 97 cents during the first, second and third years.

Local 82 members perform all work, except electrical, at the convention center. The bargaining unit includes truck drivers, forklift drivers, rigging workers, warehouse workers, set-up workers and general laborers.

"This new contract is awesome," said Rodney Simoes, a 15-year Local 82 member. "It raises wages and the health coverage is outstanding."

Simoes was forced to use his health coverage this spring when he and his wife were in a near-fatal motorcycle accident (they were broadsided by a driver in a car), landing Simoes in a coma for more than two weeks.

Great Coverage

"My wife and I were in the best hospital in Massachusetts because of our coverage," Simoes said. "The doctors and staff were top notch. It made a huge difference while we were recovering."

"I'd always known how valuable being a union member is," Simoes said. "As soon as I get back to work, I'm going to be a big advocate, telling everyone how good our health care coverage is."

New Deal In New England

BLET Contract at New England Central Clarifies Rights

Brotherhood of Locomotive Engineers and Trainmen (BLET) members recently approved a new four-year collective bargaining agreement with the New England Central Railroad (NECR).

The agreement provides wage increases of 12 percent over the life of the contract, back pay, and improvements in work rules and discipline procedures. About 50 members approved the new contract by a 2-1 margin.

"It's the first BLET contract on the property and I consider it to be an impressive improvement over the old one," said Ben Martin, General Chairman at NECR.

"Everyone was happy to get the back pay," said Spencer Hogan, a locomotive engineer who has worked at the New England Central since 1998. Members received back pay for the four-month period after expiration of the old contract and prior to ratification of the new one.

Protecting Workers

In addition to providing wage increases, the new agreement clarifies language to protect workers' rights and provide them with a more defined disciplinary procedure.

"A lot of gray areas have been cleared up," Hogan said.

BLET Local Chairman Scott Holbrook, who helped negotiate the new deal, said the old contract "was riddled with carrier escape clauses."

"The old contract was vague," said Holbrook, who has been a locomotive engineer at NECR for just over five years. "It was open for the company to do what it wanted to do."

Closing the Loop

The new agreement contains a scope rule that protects the work of locomotive engineers and conductors.

"The new agreement provides protection from remote control. If the carrier ever introduces new technology, then we hold the rights to the work," Martin said. The scope rule also prevents the carrier from using contractors and other outside laborers.

The NECR owns and operates 330 miles of track from Alburg, Vermont to New London, Connecticut, hauling primary commodities such as fuel oil, lumber, cement and grain.

Cabin Pressure

Comair Flight Attendants Win Bankruptcy Motion

Gambling on her kids' health and welfare was not an option for Karen Terry, one of 1,100 flight attendants at Comair being singled out for drastic pay cuts in a bankruptcy motion the company initiated this spring.

On February 21, the Cincinnati-based company—a wholly owned subsidiary of Delta Airlines—asked a federal bankruptcy court that is handling Delta's Chapter 11 restructuring to reject Comair's collective bargaining agreement with its flight attendants so that concessions could be imposed.

"The company was asking us for an average of a 30 percent wage cut on top of big cuts to our health care benefits last year," said Terry, who has worked for Comair for 18 years. "That was going to hurt my kids and I wasn't about to let that happen."

Winning the Fight

Flight attendants sprung into action, distributing informational leaflets at airports and petitioning the public and politicians for support. The flight attendants then overwhelmingly approved an authorization to strike on March 24, 2006, shortly before the bankruptcy hearings started. The flight attendants and the company were unable to work out a deal and then had to wait for the judge to issue a decision.

In late April, after numerous actions to garner community support for their cause, Federal Bankruptcy Judge Adlai Hardin refused the company's motion to reject the Teamster contract.

Judge Hardin found that Comair had not bargained in good faith and had failed to meet the requirements of being fair and proportionate in its concession demands.

A Strong Stand

"Comair's non-negotiable demand was that the flight attendants contribute twice their…share of the cost cuts, while the pilots and mechanics were asked for less than their proportionate shares, based on 2005 compensation," Judge Hardin said. "The fact that the flight attendants are at or near the lowest pay scale of all Comair's employees and therefore the least able to afford severe cuts in their wages, compel me to the conclusion that …It is not 'fair and equitable' to ask of the flight attendants double their pro rata share based on their share of employee compensation."

"This is a major victory for our flight attendants who took a strong stand to protect their families and communities in the face of Comair's draconian demands," said Jim Hoffa, Teamsters General President.

"This shows that the court agreed that we were being asked to shoulder onerous and unreasonable cuts," said Connie Slayback, President of Local 513 in Cincinnati. "We are still willing to do our fair share in response to the bankruptcy and we have been back at the bargaining table since mid-May."



"This is a major victory for our flight attendants who took a strong stand to protect their families and communities in the face of Comair's draconian demands."
—JIM HOFFA,
TEAMSTERS GENERAL PRESIDENT

Shenandoah's True Pride

Dairy Workers in Virginia Score Solid Contract

J.T. Daniels and his coworkers at Shenandoah's Pride Dairy in Mt. Crawford and Charlottesville, Virginia were pleased about the health care savings in their new four-year contract.

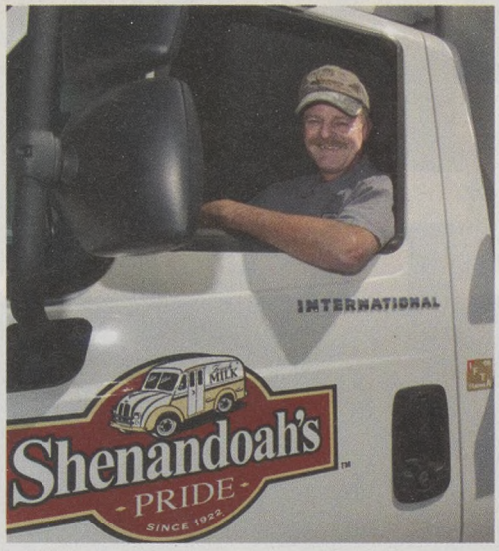
Approximately 60 workers from Local 29 in Waynesboro, Virginia, including cooler workers and milk delivery route drivers, voted overwhelmingly to ratify the contract.

"I think most workers are very excited and for people with families this really means a lot," said Daniels, a 28-year milk driver. "We have a good, secure feeling thanks to help from our local leaders and the Teamsters Union."

Contract Highlights

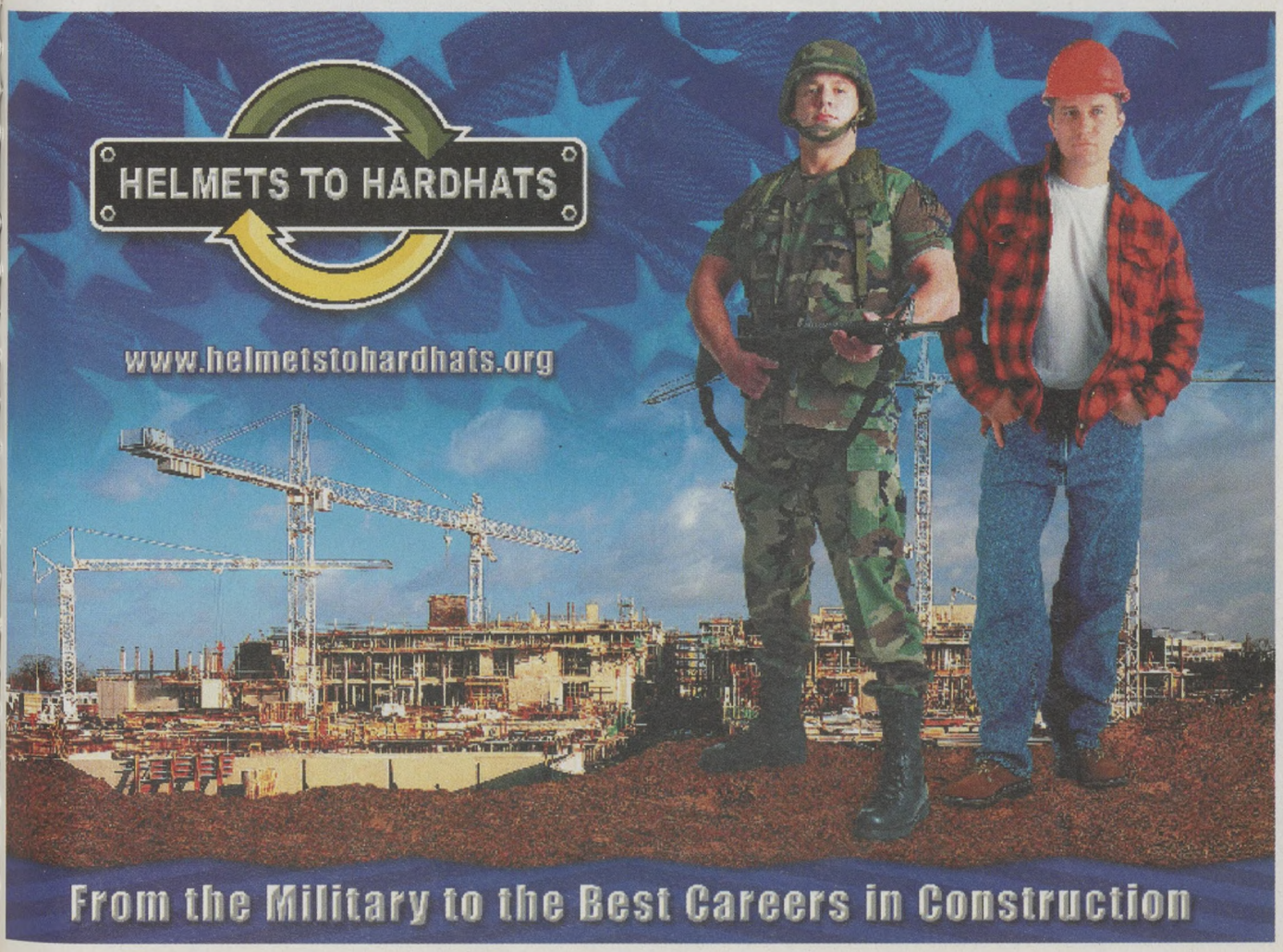
The agreement guarantees that the Joint Council 83 Health and Welfare Fund will cover the unit, which previously participated in the company's substandard health insurance plan.

"When we got the Teamsters insurance, we got something that really topped this off," said Guy Lam, a 23-year milk driver and chief steward at the Mt. Crawford facility. "That made the contract as far as I am concerned."

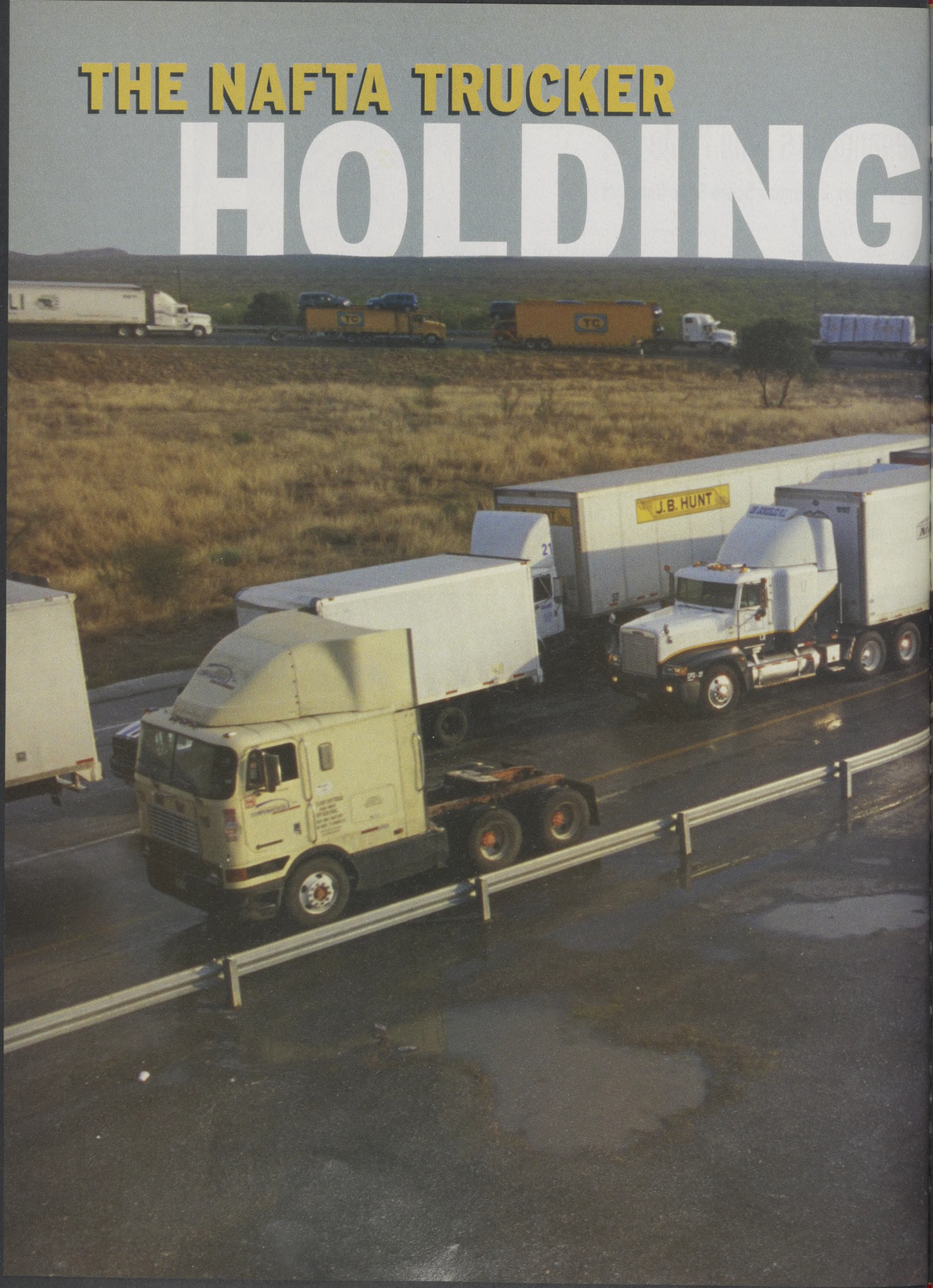


Drivers will garner a 3 percent raise in base pay and a 3 percent increase on commissions. Hourly workers will receive wage increases of more than 4-percent, which includes time and a half as well as holiday pay and one extra personal day. The unit also gained DRIVE recognition in the contract.

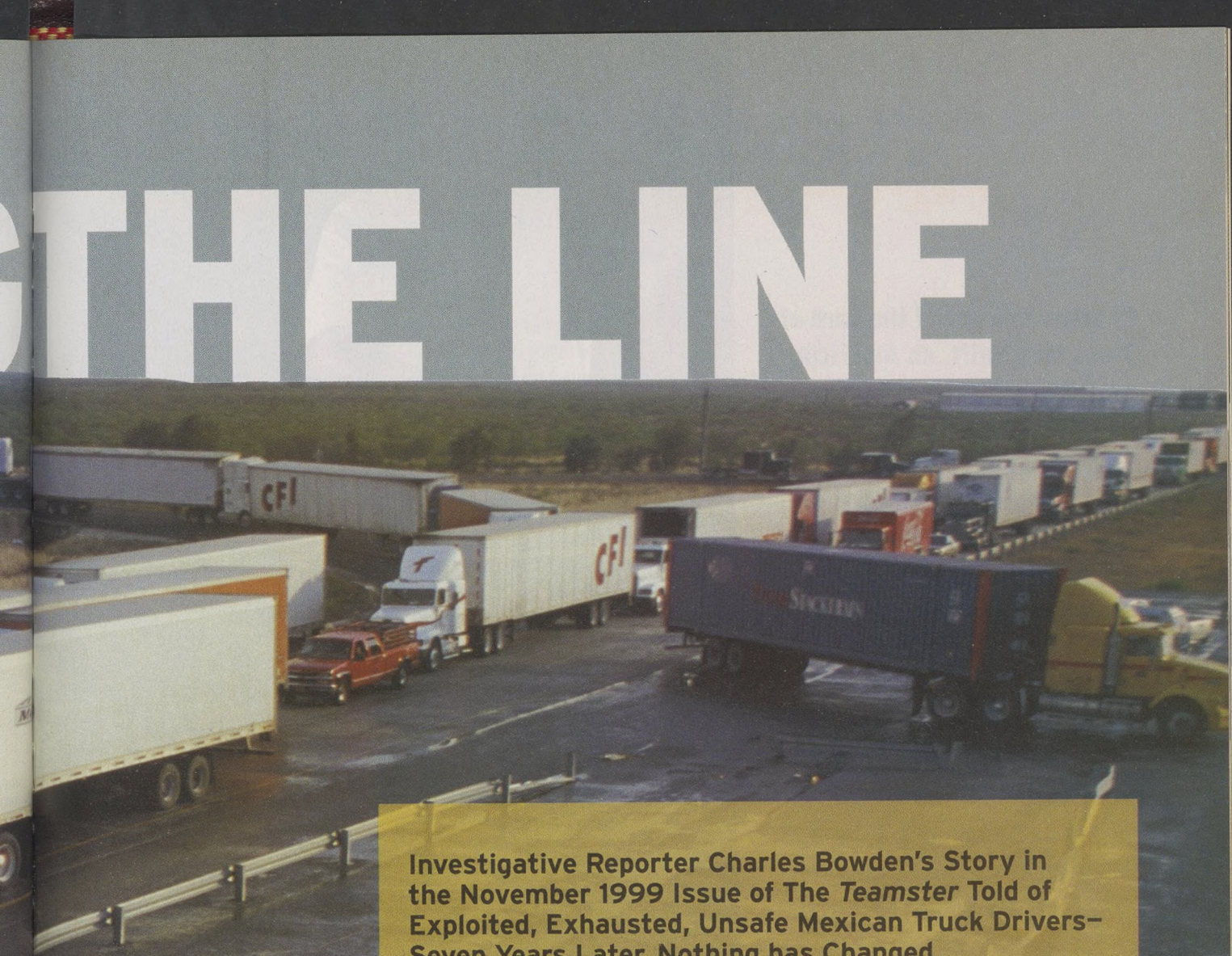
"It really is a great contract that recognizes the contributions of our workers," said John Farrish, Secretary-Treasurer of Local 29.



THE NAFTA TRUCKER HOLDING



THE LINE



Investigative Reporter Charles Bowden's Story in the November 1999 Issue of The *Teamster* Told of Exploited, Exhausted, Unsafe Mexican Truck Drivers– Seven Years Later, Nothing has Changed

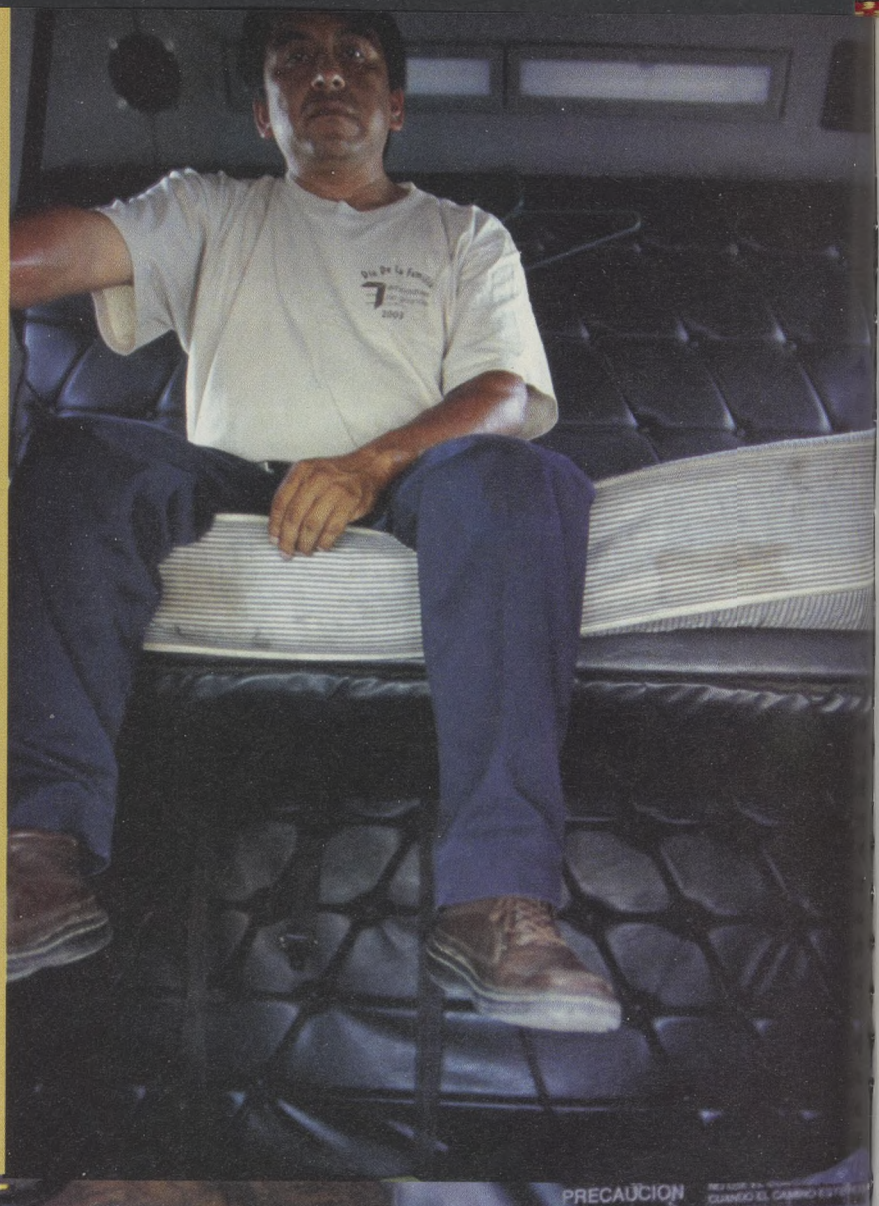
THERE IS A PLAN NO ONE TALKS ABOUT VERY MUCH, ONE THAT FLOATS OVER THE HORIZON LIKE AN APPROACHING STORM AT SEA. In this business dream, the Pacific ports of the United States will be shifted south to new massive anchorages in Mexico even though this increases the shipping distance by 30 percent for all the Asian tonnage. These new ports will be linked by major train and truck arteries—NAFTA Corridors—to the cities of the United States and Canada. Mexican trucking companies will be bought (and are being bought up now) by American firms and Mexican truckers will deliver the freight and freely drive all U.S. highways. In this plan, the shipping of the United States leaves union ports and the long haul trucking leaves union drivers.

An enlarged I-35 will reach north from the sister cities of Laredo/Nuevo Laredo 1,600 miles to Canada via San Antonio, Austin, Dallas/Ft. Worth, Kansas City, the Twin Cities and Duluth and I-69 will originate at the same crossing and streak north to Michigan. Each corridor will be about 1,200 feet wide. Six lanes will be dedicated to cars, four to trucks and in the middle will be rail and utilities. The goods will come from new Mexican ports on the Pacific coast. At the moment, at least five such corridors are on the drawing boards.

This is the story of some of the drivers who will be used by this plan. They know nothing of this scheme. They are too busy simply surviving to study such matters.

BY CHARLES BOWDEN /// PHOTOS BY JULIAN CARDONA

"I stand in front of the yard of Trans Mex Swift, an American-owned Mexican trucking company. The traffic of the World Trade Bridge roars past. In less than an hour, four truck tires explode. Mexican truckers are not coddled with good rigs or good tires. One semi pulls over. Both tires on the left rear back axle are gone and the trucker stares at rims resting on the pavement. One tire, he explains, went about 150 miles ago, but he had no money with which to buy another one. Now both are gone."





Professional Secrets

The five men sit at the truckstop table about 20 kilometers below the Rio Grande at Laredo-Nuevo Laredo on the Texas border. They, or their sons or grandsons, may someday be shock troops on the NAFTA Corridors. Just a few hundred yards from where the men eat and smoke, the major highway coming from the Mexican south forks. One road leads into Nuevo Laredo, the other arcs west and connects just west of the city with a trucking center on the U.S. side by means of the World Trade Bridge. This new bridge and dedicated truck highway is an early link in this NAFTA Corridor. At the moment, 5,800 trucks enter and leave this border crossing each day, a trickle compared to the traffic that will pour north once the new ports, rails and roads come on line by 2025.

Their small lunch is finished, an empty liter of beer stands before one driver, and at the moment, they smoke and laugh and talk. For a Mexican trucker, life is an endless highway and the moments for conversation and fellowship can be few and far between.

They don't want their names used because they don´t want trouble and life on the roads of Mexico is trouble enough.

"The longest distance I drive," said a driver about 30 in a black T-shirt, "is from Ensenada to Cancun, 4,500 kilometers. Five days and six nights alone. Tomatoes. The company won't pay for a second driver."

Ah, but how can a man stay awake and drive for five straight days?

The table erupts in laughter. The man facing the empty liter of beer smiles and says, "Professional secret."

The younger man in the black T-shirt offers one phrase, "Magic dust."

There are more smiles and mention of "special chemicals."

And then they are off, a torrent of words and quips and smiles, and a knowing discussion of that jolt when a line of cocaine locks in. They are all family men who run the highways at least 25 days a month and they are adamant about two things—that nobody can run these long hauls without cocaine and crystal meth, and now and then some marijuana to level out the rush. And that the biggest danger on their endless runs comes from addicted Mexican truck drivers, which means all truck drivers.

Dangerous Drivers

The men earn about $1,100 a month. In Mexico, the cost of living is roughly 80 or 90 percent that of the U.S. The only real bargain in Mexico is labor. Many other items cost more than the U.S.—the telephone rates are among the highest in the world and a sack of cement or a board foot of lumber costs more than in any American town.

None of the drivers at the table has driven in the U.S. save for short crossings where they dump the load and instantly return on special routes like the World Trade Bridge.

The man with the empty beer explains "We make almost nothing—less than $300 a week. I work 48 hours non-stop. I drive 2,400 kilometers per trip and get no time for turnarounds."

And every man at the table agrees on their biggest problem—the government. And by that they mean the police, especially federal, who rob them at will.

"If you drive to Mexico City," another driver adds, "you are robbed, for sure. Police are the first to rob you. If you report a robbery, the police try to make you the guilty person."

And now the table is rolling, about the bad equipment they are given, about the fact that the owners often stall them on payment, about how there is no escape from the job, that they all know drivers who are still out there on long hauls at 70, how they have all been robbed and hijacked, have all killed people with their trucks and, given the nature of Mexican police, have all fled such accident sites, that they are all doomed to spend their lives on an asphalt treadmill. And so they take pride, enormous pride, in the fact that they can survive the life that has been dealt them.

"Dust in the Air"

The basic Mexican trucker is living the life that American truckers once tasted before the Teamsters fashioned over-the-road contracts.

There are warm moments in this life. Women.



The men talk with smiles of cachimbas, which means fireplaces. In earlier days on the road, there would be wooden shacks with fires going, roadside brothels. Mexico now has four-lane roads for many truck routes and stouter buildings, but the term cachimba has stuck for truckstops where women and drugs are freely available.

One man says, "Don't print that. If you do, all those American truckers will want to drive down here."

A woman costs about $20 and drugs are like dust in the air. A Mexican trucker can get anything at a cachimba but decent food. They all agree that the most beautiful women are on the West Coast route that snakes through the narco state of Sinaloa.

For a moment, the men are all smiles and then this moment passes.

"The worst thing,"one says with some bitterness, "is not being home. We all have two or three Sanchos," meaning strangers who sleep with their wives when they are gone.

No Sleep at All

Francisco Samuel Angiana is around 40 years old and he is out of sorts as he lingers at a truck stop in Santa Ana, Sonora, about 60 miles south of the Nogales, Arizona crossing. This is yet another NAFTA corridor, a sketch on some future map that will eventually be the route for torrents of Mexican truckers moving freight from the planned Mexican ports.

He was robbed the night before at a truckstop in Caborca, a narco town on the Mexican federal highway that links Baja, California with the Mexican mainland. He points to the hole in his dashboard where his CB radio and regular radio once rested. He is on his basic run from Tijuana to Mexico City. Normally, he is allowed 72 hours for this route, but sometimes he does the express run of 48 hours and then he gets no sleep at all.

"I have 20 years experience," he adds, "Here you make the rules and take a lot of amphetamines."

All over the country, a strange figure has appeared in the last five years or so, La Santisima Muerte, Most Holy Death. She is skeletal, wears a long robe, carries a scythe and holds the whole world in her hand. She is recognized by no church or government. But she is known to all who move down these roads... Semis constantly pull over, engines idling, and the truckers walk to the statues and pray. They leave candy bars, fruits, small coins and burning cigarettes. They ask La Santisima to spare their lives, to protect them on the dangerous roads, to bring them home to their women and children.

But he tries to live cleanly and so he personally uses massive vitamin doses and various power drinks of caffeine and herbs to keep him rolling. A crucified Christ hangs in one corner of his cab and when he drives he stares at portraits of his wife and three children to keep him moving. On the seat beside him is a laptop computer—he is constantly monitored by GPS and he is never told what his cargo is for security reasons. He drives at least a 130,000 miles a year, is almost never home and earns maybe $1,100 a month. And he is very intelligent and once planned to be a lawyer before the reality of the Mexican economy put him behind the wheel of a semi.

Pawns in a Game

He has been robbed before and tries to be ready for such moments. He hauls out a small baseball bat, and his knife. He demonstrates how he can do a karate kick to the head while seated behind his steering wheel. He is a small man in jeans, blue shirt and cowboy boots and he repeatedly shows me this practiced kick to within an inch of my head.

Then he brings out his infrared binoculars. At night they prove useful, he explains. He can see lights ahead, stare out through them, and if he sees a federal police roadblock, then he pulls over and tries to find a way around the cops lest they also rob him. He also carries two sets of identification because you never really know who you are dealing with out there on the road. He's been hijacked twice. He points to the photographs of his family and says, "They give me the energy to keep going. If you are alone, no one helps you. It is you and your truck."

He adds softly, "The hardest part of my job is staying alive."

He has never heard of the Teamsters Union. But he has a brother in the United States who drives a truck for Wells Fargo.

"He is constantly telling me to come to the U.S.," Francisco says, "That you only have to work certain hours there."

But he stays in Mexico.

Francisco is a proud man all but killing himself on Mexican roads. Now he faces a 1,000-mile leg to Mexico City without the security of his CB. He will drive a gauntlet of Mexican cops and bandits. He'll make his haul, have a few brief moments with his family, and then return to the road.

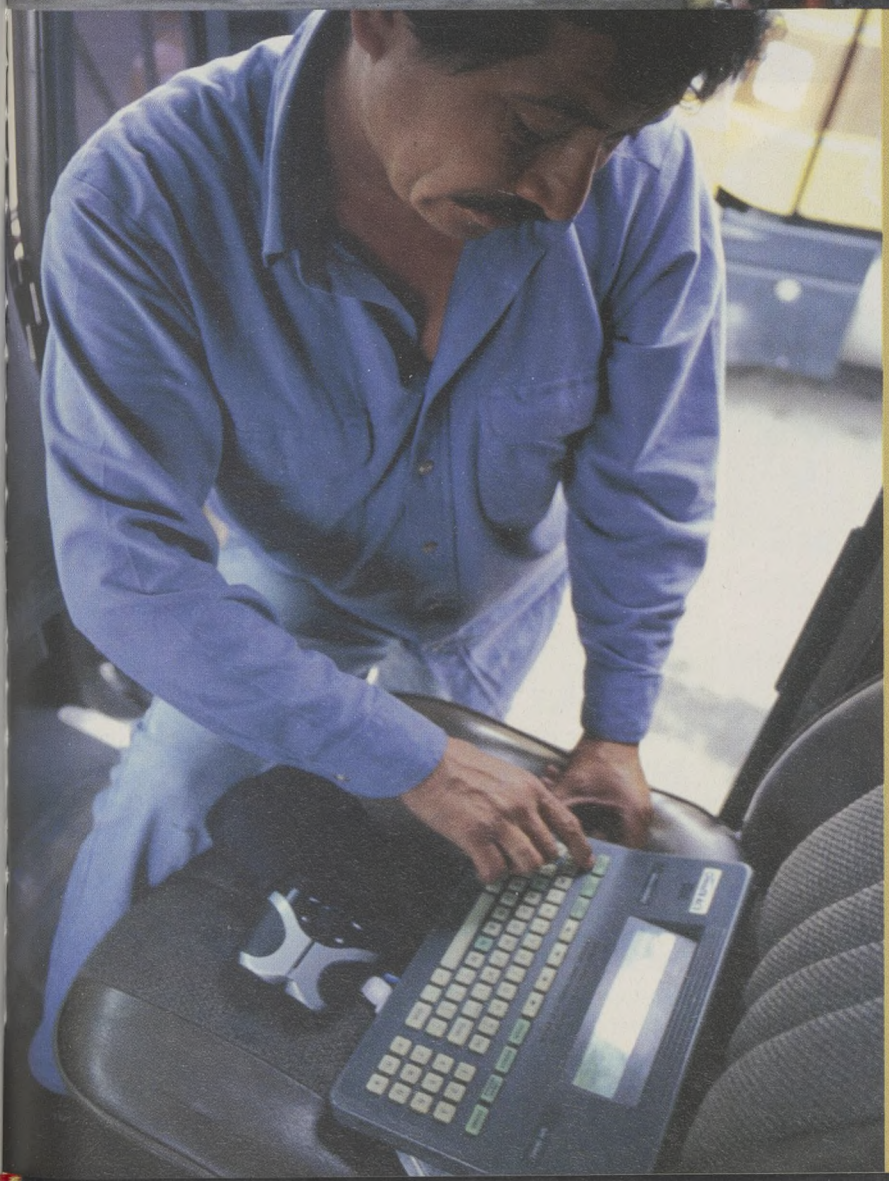
He keeps a gallon of water and a liter of apple juice on the floor where he can reach them. He will never stop rolling until he dies. It is very hard to see him and the other truckers as the enemy. They are pawns in a game that has never been explained to them.

As the truckers in Nuevo Laredo explain their lives to me, lives typical of Mexican truckers like Francisco, a demonstration of 3,000 drivers takes place at the World Trade Bridge. The truckers protest the 90-minute wait they face to cross the bridge, a delay that cuts into their earnings since they are not paid by the hour. No one at the table mentions this since no one at the table believes anything will ever get better.

La Santisima

I stand in front of the yard of Trans Mex Swift, an American-owned Mexican truck-



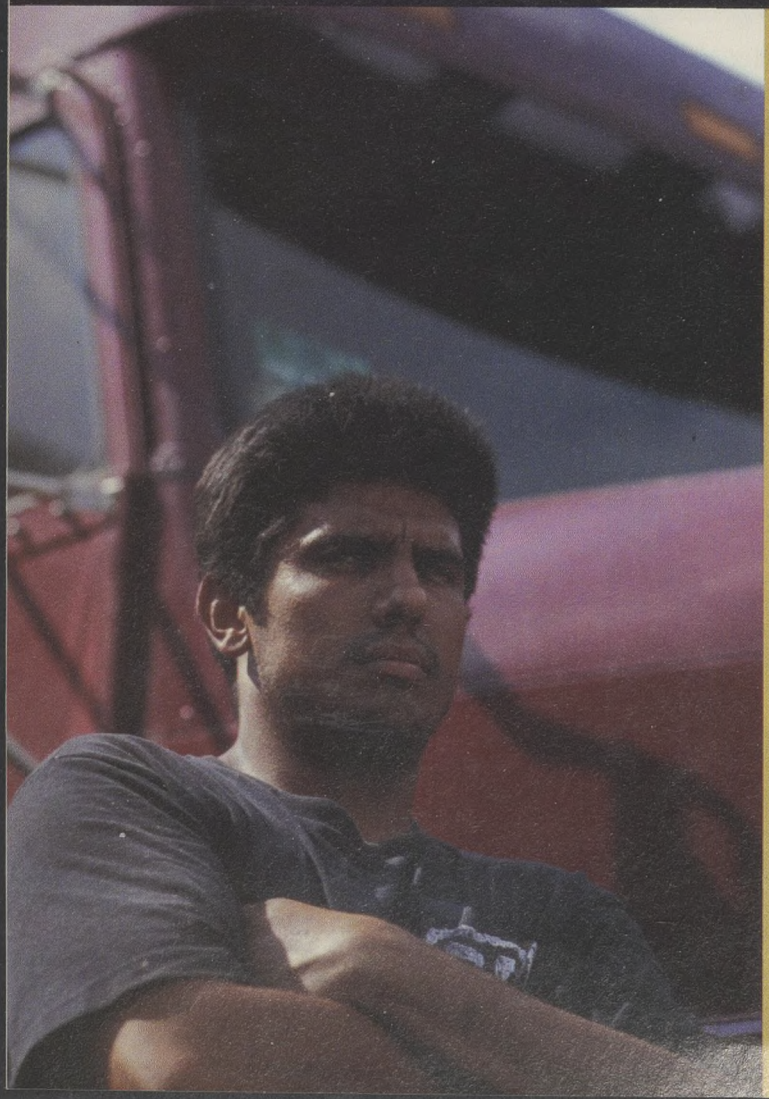


Fighting For Safe Borders

The Teamsters Union continues to be the major advocate supporting regulatory action and legislative initiatives to ensure that only those foreign trucks that meet all U.S. vehicle safety and emissions standards be permitted access to our nation's highways.

The lack of an adequate drug and alcohol testing program, the inability of DOT safety inspectors to have access to Mexican facilities to conduct safety fitness reviews, the fact that hours-of-service and logbook regulations are not enforced, are just some of the vehicle and driver standards that need to be addressed before Mexican trucks are permitted to travel beyond the commercial border zones.





False Promises, Lost Jobs

The Legacy of the North American Free Trade Agreement

When Congress was debating the North American Free Trade Agreement (NAFTA) in 1993, supporters of the trade pact swarmed to Capitol Hill promising job growth and an economic boon for U.S. workers. However, more than a decade of statistics has proven what the Teamsters and other opponents said at the time—that NAFTA would prove a disaster for working families everywhere.

While the pro-NAFTA crowd promised that the trade deal would create 170,000 jobs annually, the U.S. has lost 3 million jobs in manufacturing alone since its passage—one in six jobs in that sector. According to the government's own program to track workers who lose their jobs as a direct result of NAFTA, more than a half million Americans were put out of work specifically due to that trade deal.

Trade Deficit

Flowery predictions about increased trade surpluses for the United States have also wilted over time. NAFTA supporters claimed that the deal would create a $9 billion trade surplus with Mexico within two years. However, the U.S. actually built a $15 billion trade deficit with Mexico in that time period—a figure that has more than doubled in ensuing years.

"If there's a positive side to the disastrous legacy of NAFTA, it's that it has made it a little harder for the free trade cabal to wrap their lies around subsequent job-killing deals," said Jim Hoffa, Teamsters General President. "While the House and Senate still have a majority who continue to support the free trade agenda, their ranks have shrunk over the years—sometimes due to members of Congress changing their minds and sometimes due to voters changing their member of Congress."

ing company. The traffic of the World Trade Bridge roars past. In less than an hour, four truck tires explode. Mexican truckers are not coddled with good rigs or good tires. One semi pulls over. Both tires on the left rear back axle are gone and the trucker stares at rims resting on the pavement. One tire, he explains, went about 150 miles ago, but he had no money with which to buy another one. Now both are gone.

Politicians, unions and lobbyists will sort out what to do about Mexican truckers coming north. But here on the actual ground, the truckers have sought their own relief. All over the country, a strange figure has appeared in the last five years or so, La Santisima Muerte, Most Holy Death. She is skeletal, wears a long robe, carries a scythe and holds the whole world in her hand. She is recognized by no church or government. But she is known to all who move down these roads.

At the cloverleaf where the truck traffic spins off the I-35 corridor to the World Trade Bridge, a small tin structure the size of a doll house appeared five years ago. Now three large chapels have come out of the ground and in front of them are two statues of the La Santisima seven or eight feet tall. Semis constantly pull over, engines idling, and the truckers walk to the statues and pray. They leave candy bars, fruits, small coins and burning cigarettes. They ask La Santisima to spare their lives, to protect them on the dangerous roads, to bring them home to their women and children. They speak softly with that careful voice of reverence normally heard only in churches.

If the free-trade bureaucrats have their way, Mexican truckers will come north and they will be overworked and underpaid and pushed almost beyond human endurance.

Right now, La Santisima is the only one watching out for them.

That will have to change or nothing will change at all.

The Murray-Shelby Amendment

Bipartisan Measure has Protected U.S. Highways

Five years ago, the International Brotherhood of Teamsters lobbied for and passed legislation in Congress to protect U.S. drivers and the traveling public from unsafe Mexican trucks. The measure, known as the Murray-Shelby Amendment, was introduced by the bipartisan team of Sen. Patty Murray (D-WA) and Sen. Richard Shelby (R-AL). After much debate, the Senate voted that summer to include the language in the annual appropriations bill for the Department of Transportation.

"The provisions on Mexican trucks contained in this bill is a common-sense compromise between the laissez-faire approach of the administration to let Mexican trucks in and check them later, and the strict-protectionist approach of the House to keep Mexican trucks out and not check them at all," Sen. Murray said after the vote. "This bill is neither protectionist nor discriminatory, as some Senators have desperately claimed."

Earlier in 2001, the Bush administration had called for the opening of the U.S.-Mexican border under the rules of the North American Free Trade Agreement (NAFTA). However, the Murray-Shelby Amendment established a series of requirements that the Department of Transportation (DOT) must meet in order to ensure thorough inspection and regulation of Mexican trucking companies. Until DOT is able to prove that it has complied no funds can be spent to certify Mexican carriers to operate in the United States.





Get On The

National School Bus Campaign Off to Winning Start in Baltimore, Iowa City

After First Student, Inc. took away Denise Taylor's health insurance and replaced it with an inferior plan, the Baltimore school bus aide was forced to skip doses of insulin, which now cost her more than $350 per month.

Managers kept the better health insurance plan for themselves, but the workers like Taylor were stuck with lousy coverage. As a result, Taylor needed to stretch her already-tight budget by limiting her insulin—and it almost killed her.

"One day my blood sugar level dropped dangerously low and I lost consciousness. If it were not for my 8-year-old granddaughter, who found me and called 911, I would be dead," Taylor said.

Taylor's story is just one example of the poor treatment First Student drivers and aides have endured in recent years. But in early June, Taylor and her 275 coworkers voted overwhelmingly for change by joining Local 570 in Baltimore.

The win in Baltimore followed another victory at First Student in Iowa City, where 111 drivers and aides voted to join Local 238 in Cedar Rapids, Iowa.

National Campaign

The victories are the first two in a campaign to organize private school bus drivers across the country. It is called "Driving Up Standards," a national campaign sponsored by the Teamsters, Service Employees International Union (SEIU) and the Transport and General Workers (T&G) Union to improve safety, service and work standards in the private school bus industry.

While the Iowa City and Baltimore victories involved National Labor Relations Board elections, the Teamsters are working with local unions now on a national strategy to secure card-check/neutrality agreements with companies such as First



Bus

Student, Durham and Laidlaw.

"I am proud of the workers at First Student in Iowa City and Baltimore for standing up for what they believe in," said Jim Hoffa, Teamsters General President. "These are just the first two in what we anticipate will be a number of organizing victories at this company. By organizing the industry, we can stop the race to the bottom and raise the living standards of school bus drivers and aides. In addition, we will improve the safety of our most precious cargo: our children."

Iowa City

First Student waged a vicious anti-worker, anti-union campaign in Iowa City, including hiring a union buster that tried to sway workers. Thanks to workers like Harold Lindley, Carole Austin and Trish Moore, the dirty tactics didn't work.

Lindley, is a former 30-year freight Teamster, who retired from trucking in 1987. For the past two decades, he's driven a school bus at First Student. During the captive audience meetings, Lindley confronted the union buster in front of his coworkers.

"I just told him that what he was saying about the union wasn't true," said Lindley, who served with the 102nd Infantry during World War II as a heavy munitions hauler. "I told them to get their facts straight before talking. It disrupted his little speech."

Intimidation, Fear

Austin, a driver for the past 4½ years, said workers have had to endure a string of bad bosses who harassed, intimidated and scared workers, and who wouldn't listen to their concerns about safety and other issues.

Austin also interrupted the company's spokespeople during meetings with workers.

"I kept trying to interrupt any way I could. I kept asking them, 'Why can't you answer questions about First Student's problems but you can talk about the Teamsters?'" Austin said.

Now that she and her coworkers have formed a union, Austin said she's looking forward to ending the favoritism that exists in the workplace.

"I have never been a union supporter before," she said. "This whole campaign has changed my whole outlook. I just think the Teamsters are the only ones who can help us fight this fight."

Trish Moore, an associate—another term for a bus aide—said safety, more training and respect for drivers and associates top her agenda for change. Moore, who is legally blind, was once assaulted by a special-needs student on a bus.

"Safety needs to be addressed. We need to know if the children are violent. We need a liaison between the school district and the bus company for us to be



educated about the students," said Moore, who suffered bruises, scratches and an infection from the incident.

Teamster Difference

Paul Silva, a driver for four years, was a Teamster in California when he worked for a transit company.

"It's the only way to go," Silva said of the Teamsters. "We have the power of the Teamsters backing us up. When the company sees that, they know we mean business."

Iowa City is a university town, and some of the workers are college students. Others, like Lindley, are seniors. In fact, the Iowa City workers are a diverse group—there are moms, grandmothers, young and old, and include a variety of races and ethnicities. The campaign brought the different groups together.

"Through it all, we remained united," Austin said.

The workers didn't just win the campaign to form a union, they also got the school district to agree to put the school bus contract out to bid each time, something that hadn't happened in 20 years.

Also, workers waged a two-day unfair labor practice strike to protest violations of the National Labor Relations Act. It showed that the company is not above the law. Organizers and workers also got Iowa Governor Tom Vilsack involved in the campaign.

Lindley said he was glad to speak up and fight for the union. After all, he said, "the union has been good for me. It's one way to help pay them back for what they've done for me in my life."

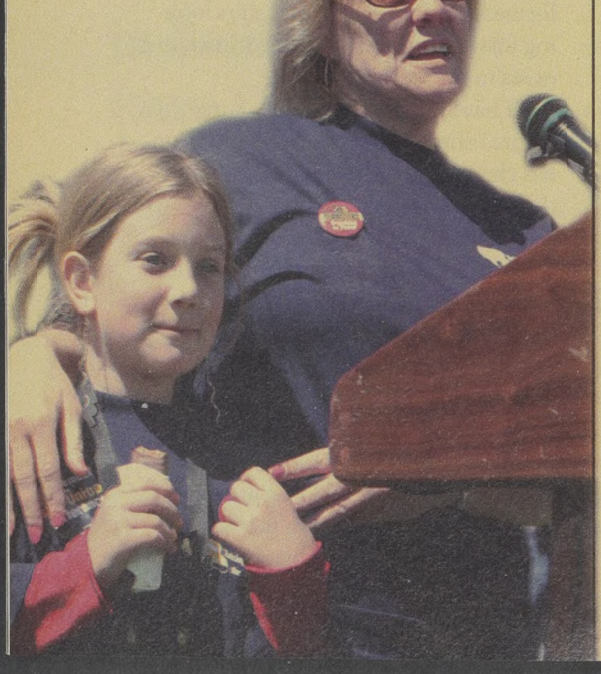
Baltimore

In Baltimore, the victory was special because throughout the campaign workers were incredible advocates for the children they transported to and from school. First Student has an appalling safety record in Baltimore and allowed safety violations to continue, and the workers raised their concerns at every turn.

As a result of the workers' efforts, the company began more inspections and

Near-Death Story Inspires Coworkers

The following are excerpts from a letter that Denise Taylor, a school bus aide in Baltimore, wrote to her coworkers during the organizing campaig



Dear First Student Coworkers:

As many of you know, I almost died on Thursday, May 4.

If it were not for my 8-year-old granddaughter, Destiny, I probably wouldn't be here writing you this letter.

I am diabetic and, because our health insurance is so lousy at First Student, I am forced to pay $169 out of my own pocket for two weeks' worth of insulin. That's more than $350 per month. I can't afford that. So, in an effort to stretch my monthly budget, I often skip doses.

Usually, I can get away with this. But it caught up to me on May 4. My blood sugar level dropped dangerously low and I lost consciousness. Fortunately, Destiny found me and called 9-1-1 when she noticed I wasn't breathing normally. The medics told me that I was just minutes away from dying.

As you know, this past September the company took away our AETNA insurance and gave us a lousy supplemental insurance policy, USNow, that is expensive but doesn't cover the necessities. However, our managers continued to enjoy the better AETNA plan. We had no voice in the decision to downgrade our insurance!

We, the aides and drivers in Baltimore, are forced to get by with totally inadequate health insurance. This is immoral for a company that makes hundreds of millions in profits.

Our time has come. I'm not fighting for just myself. I am fighting for everyone who deserves a brighter future at First Student in Baltimore.

Sincerely,
Denise Taylor



training, and a telephone hotline was set up for workers to report safety problems with the city. While many problems still exist, the workers' efforts led to many improvements.

First Student in Baltimore also waged a vicious anti-worker, anti-union campaign. The union filed more than 30 unfair labor practice violations, and the company abused the process throughout. The company's actions led to fear and coercion, but workers were courageous and stood their ground.



Also, the appointed school board chose a former First Student manager to run the district's transportation system. As a result, the transportation manager didn't care about the workers' concerns.

Standing Together

In the end, workers stood together and voted to join Local 570, taking a major step toward further improving child safety and gaining a strong voice at work.

"We stuck together like the real family that we are," said Sheila Wactor, who has driven for two years at First Student. "This victory is the first step to ensure that we are never taken for granted or disrespected again. First Student has said on many occasions that we are a 'family.' Where I come from families take care of each other. First Student is not taking care of us."

For example, Wactor said, the company got rid of the affordable health insurance in exchange for a lousy plan. Also, the company doesn't provide any sick days with pay.

"We drive children, and children get sick and carry colds and viruses all year. It is a given that we will get sick sometime during the school year," she said.

Many workers in Baltimore were not paid for some of the hours they worked. A lawsuit is under way to force the company to pay back wages owed to workers. But it was the safety issues that drove many workers for change. First Student had more than 45 serious safety and service complaints in a seven-month period in 2004-05.

"We need better buses for the children," said Patti Thomas, a driver. "Air conditioning often doesn't work, which is a hazard to children with breathing problems and asthma. There is also mold on the buses. As Teamsters, we will step up the fight to protect our children."

Tina Himes, another driver, is excited about being a Teamster. "I think we now have the voice to make a difference for safety and to improve conditions for us, the workers. There are no words to describe what it feels like to be a Teamster."

Changing To Win

Unions Team Up for Victory at LAX

In a stellar example of how the Change to Win federation can improve lives, approximately 100 hotel shuttle drivers recently won recognition from Penauille Servisair at the LAX Airport and will be represented by Local 986 in South El Monte, California.

The victory was achieved with the assistance of Long Beach, California-based Teamsters Local 911 and UNITE HERE.

"Penauille Servisair signed a neutrality agreement with card-check recognition and has been doing the right thing ever since," said John Harren, Local 986's Secretary-Treasurer. "This victory is a prime example that our Change to Win federation is working."

The drivers' victory follows the Los Angeles World Airport Commission proposal to consolidate hotel shuttle services to and from LAX. Beginning May 1, nine hotels along a stretch of Century Boulevard, known as the Century Corridor, subcontracted their shuttle service for at least five years to Penauille Servisair, a French-owned company formerly known as Servisair/GlobeGround. UNITE HERE is attempting to organize an additional 2,000 hotel workers along the corridor.

"I felt very happy when we won," said Hector Romero, a Penauille Servisair shuttle-bus driver. "I'm excited about being a Teamster and beginning negotiations. I've waited a long time for this day."

Negotiation Goals

Local 986 expects negotiations to begin soon. Workers' goals during contract negotiations include fair wages, solid health care benefits, an end to their at-will status and a grievance procedure.

Although nine hotels along the Century Corridor have consolidated their shuttle services, eight hotels have yet to do so. Consolidation would reduce air pollution and traffic congestion and improve security at the airport. Hotels that consolidate their shuttle service will have their normal airport entry fee waived; those that don't will pay a higher entry fee.

"We've been lobbying city officials for the proposal to become mandatory for all hotels that operate at least 20,000 trips to LAX per year," Harren said. "If we are successful, that would mean approximately 100 more members could move into the bargaining unit in the coming months."

Local 986 has an existing contract with Penauille Servisair (Globe Ground/Servisair) that covers 200 drivers who provide shuttle service between city-owned parking lots and LAX. Local 911, currently organizing about 1,000 parking lot workers along the Century Corridor, has been a valuable ally to Local 986 with their strength in the Los Angeles parking industry.



LOCAL 553

Metro-Apollo Petroleum

Thirty drivers at Metro-Apollo Petroleum Transport LLC in Brooklyn, New York voted 21-9 to be represented by Local 553 in New York City.

"These tankhaulers are well aware of our reputation in the petroleum industry and we are proud to welcome them as new Teamsters," said Demos Demopoulos, Local 553 Secretary-Treasurer.

"We look forward to negotiating a contract and gaining security for these drivers and their families," said Jack Dresch, Local 553's President who led the campaign.

The Apollo Petroleum tankhaulers have frequent contact with other tankhaul drivers who are members of Local 553 and knew about the quality representation they offer to their members in this unique profession.

LOCAL 299

TDS-Warren

By more than an 8-1 margin, workers at an automotive parts warehouse in Warren, Michigan voted to join Detroit-based Local 299.

The workers at TDS-Warren, which warehouses DaimlerChrysler parts, voted 42-5 to form a union with the Teamsters. Workers at the recently-opened warehouse were choosing between Teamster representation and representation by another union.

"The workers at TDS realized the Teamster difference," said Kevin Moore, Local 299's President. "They know about the solid representation, strong contracts and real security they will get as Teamsters."

Local 299, which has had numerous organizing victories in recent months, has made organizing a top priority.

"We continue to strive to grow the union and provide the best representation for our members," Moore said. "We will be holding proposal meetings soon and we will work hard to negotiate an excellent contract for the workers at TDS."

"Kevin continues to give us the support we need to provide more workers with a strong voice," International Organizer Mike McElmury said of Moore's efforts. "The workers at TDS want improved working conditions and decent wages. We will work with them so that they have a more secure future."

There are 41 warehouse workers and nine drivers in the bargaining unit.

LOCAL 731

United Rentals/ Technologies

Recently, workers of United Rentals Highway Technologies in Villa Park voted 2-1 to join Local 731 in Burr Ridge, Illinois. The workers build highway barriers and signs.

"With the assistance of the Joint Council 25 Organizing Department and the effort from Local 731 Business Representative Aaron Ramos, the Teamsters declared victory," said Terrence Hancock, Local 731 President.

Local 731 had been talking with the workers for the past month and a half on the many benefits that joining the Teamsters can provide for them and their families. The laborers at United Rentals will join the driver unit and enjoy all the benefits of their current contract.

LOCAL 379

Bradco Supply

In a 3-to-1 vote, the employees of Bradco Supply in Stoughton, Massachusetts voted to join Local 379 in Boston.

"Our biggest asset was the other unionized Bradco employees," said John Mahoney, 379's Secretary-Treasurer, who began organizing the workers earlier this year.

Bradco, a building materials distributor, operates 143 locations in 30 states, and many of the locations along the East Coast are union shops, Mahoney said. The Stoughton location opened about a year ago.

"They talked to coworkers from other yards and realized how poorly they were being treated," Mahoney said. "The main thing was their wages, and they wanted the respect that comes with being a Teamster."

LOCAL 657

Rail Unlimited, Inc.

Following a recognition picket that shut the company down, workers at Rail Unlimited, Inc. voted 19-3 to join Local 657 in San Antonio. The new Teamsters unload vehicles from rail cars.

"The workers, after meeting with us several times, made it clear they wanted to form a union with the Teamsters, so they demanded recognition," said Frank Perkins, Local 657 President. "The company refused, so the workers set up the picket."

The workers at Rail Unlimited, Inc. (RUI) walked out of the yard around 11 a.m. one early April day to set up the picket. They returned to work around 6 p.m. the next day.

"We shut them down for two days," Perkins said. "The workers sent the company a message that they meant business."

The workers at two carhaul companies that operate out of the same yard—Hadley Auto Transport and Jack Cooper Transport Co.—honored the picket, as well as members of the Brotherhood of Locomotive Engineers and Trainmen.

In exchange for ending the picket, the company agreed to a code of conduct in the days leading up to the election, and agreed to not violate the law.

"The workers are seeking fair wages and improved benefits, as well as more full-time jobs," Perkins said. "Because most of the positions are part-time, there is a revolving door. We hope to stop that revolving door."

LOCAL 731

O'Brien Recycling

Drivers at O'Brien Recycling in Franklin Park, Illinois voted to join Local 731 in Burr Ridge, Illinois. The 10 roll-off and semi drivers voted to join the union after talking with Local 731 and Joint Council 25 organizers for approximately two months.

"The drivers at O'Brien Recycling have made a great decision by joining the Teamsters," said Paul DiGrazia, Joint Council 25's Organizing Director. "These workers are going to see first hand the many benefits of belonging to this union."

O'Brien Recycling is a full-service, scrap metal recycling company that is a mill-direct supplier of both ferrous and non-ferrous scrap metal.

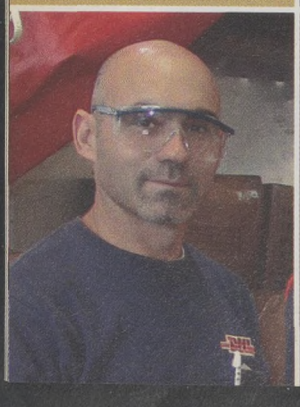
MEMBER-TO-

Rank-and-File Teamsters are the Key to Organizing the Unorganized









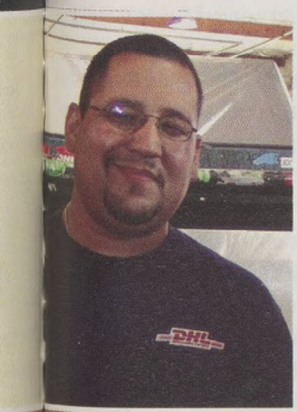


-MEMBER

Kathy Irazzary, a police officer in Sabattus, Maine, was one of many Teamsters who were instrumental in the recent organizing victory of 1,200 Nashville police officers. She loved her experience in Nashville so much that now she wants to be a full-time union organizer.

"When Teamsters talk to potential members about the benefits of Teamster representation, it is very effective," said Irazzary, a member of Local 340 in South Portland, Maine. "We're the ones who know how the Teamsters Union works, what we represent. It's important for members like us to educate other workers."

Irazzary met one-on-one with the prospective members in Nashville, telling them about the benefits of belonging to the Teamsters.





is insurance on your job."

The key component of many organizing campaigns is the member organizers who have taken to the field to talk to unorganized workers about the Teamsters union. More than 100 local unions and Joint Councils have sponsored member organizer trainings recently and it is already paying dividends.

The organizing strategy has proved effective on both large and small-scale organizing campaigns and more and more locals are getting involved in the push to have current members help out in the organizing process.

Critical Mission

North America's unions have a critical mission to perform in restoring the American dream for working families in the 21st century.

Nonunion workers are increasingly under siege. Job security is nonexistent for these workers and their living standards are falling. Health care and retirement security are disappearing for them as well. And government regulations are being retooled to benefit huge corporations rather than working families.

"An important way we can combat the depressing atmosphere for American workers is to organize," said Jim Hoffa, Teamsters General President. "And there is no better way to organize than with the most important resource we have: rank-and-file Teamster members."

"Unions made the American Dream a reality for millions of people," Hoffa said. "Now, workers can do it again by getting involved in the organizing process. Our goal is to have every member be an organizer."

Today more than ever, the union needs a strong and active membership to overcome the challenges the labor movement is facing. The Teamsters learned from the early days of the labor movement that our strength in winning good contracts and protecting workers' rights lies with members. However, the reality today is that most members are not actively involved in their unions.

What can Teamsters do? Many locals have begun setting up ways to systematically reach out to members, educate them on what's happening to working people and get them involved in campaigns to fight back.

SWAT Team

One of the keys to the victory in Nashville was the help of other Teamster police officers who came from California, Washington state, Florida, Pennsylvania and elsewhere. The Teamster officer-organizers, known as the Teamster SWAT Team, met with Nashville officers at police precincts during shift changes, answering questions and providing information that only unionized law enforcement professionals could provide.

"The officers' efforts were crucial because cops want to hear from cops," said Mike Stapleton, President of Local 385 in Orlando, Florida.

The opponents in the Nashville campaign tried to paint the Teamsters Union as only representing truck drivers. However, the SWAT Team soon dispelled the myth that driving is the only area where Teamsters exhibit expertise.

Teamster officers had one-on-one talks with Metro officers about the benefits of joining the Teamsters, and handed out countless pro-union fliers at Metro police precincts.

Shane Countryman, a member of Local 205 in White Oak, Pennsylvania and a patrolman in nearby Glassport, said he shared stories about how the Teamsters have improved his job since he joined the union about five years ago.

"The Teamsters changed the lives of police officers in my department for the better," Countryman said. "It's important for people thinking about joining the union to hear from someone like me, somebody like them."

Real Life Experiences

Jon Thomas, a Dallas County, Iowa deputy sheriff and member of Local 238 in Cedar Rapids, said member-to-potential-member organizing is critical to the union's success.

"The value comes from the real life experiences that we can convey to the unorganized workers," said Thomas, who volunteered as a member organizer in the successful Nashville police organizing campaign. "We can share stories about the Teamster representation we receive and what our jobs were like prior to joining the union and after joining."

"Member organizers also lend credibility to an organizing effort," Thomas said. "It's very important for workers to hear from people who do the same job. They can relate to us. Basically, who are you going to believe about this? Management, who doesn't want you to be a Teamster? Or someone who is already a member of the union and doesn't have anything to gain if you join?"

Thomas is taking what he learned from the Nashville campaign and putting it to use by volunteering on two additional police campaigns in Tennessee. He is also using his skills in a political campaign near his home with the goal of electing a pro-worker candidate.

Best Resource

It's not just rank-and-file members who are enthusiastic about this type of organizing. As locals see how effective it is to use current members to help organize, the excitement is spreading.

"This is the first time we have ever done something like this, but I think it needs to be used everywhere," said Thomas Conelias, President of Local 851 in Valley Stream, New York. "We can't expect to grow the whole Teamsters Union without the involvement of our members. This has excited our members and given them a different vision on what the Teamsters are about.

"I have members who now want to be organizers, members who want to go back and help these organizing efforts again and, most importantly, members who now know what it really means to be a Teamster," Conelias said.

"There are 1.4 million Teamsters throughout North America. The members are the best resource our union has," said Jeff Farmer, Director of the Teamsters Organizing Department. "For years, we've had members come to Washington, D.C. to lobby their members of Congress. Now, we're getting more and more members involved in the organizing process—and it's working."

Organizing UPS Freight

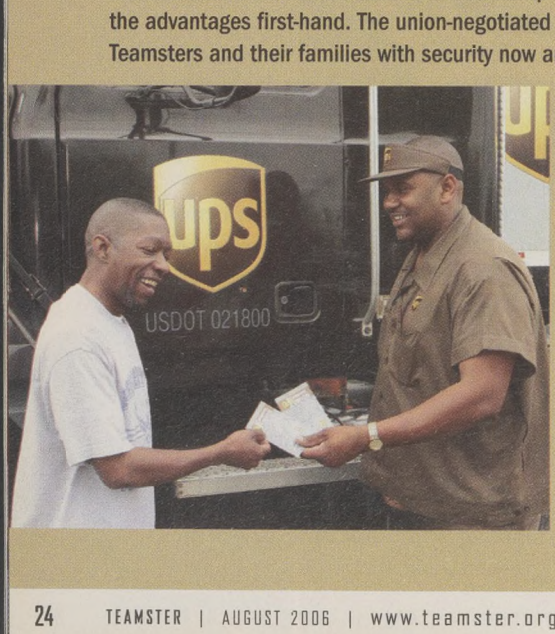
Teamsters Ready to Help Former Overnite Employees Raise Standards

One of the most important campaigns that utilizes rank-and-file Teamster members is at UPS Freight, formerly Overnite.

Hector Basulto knows what is necessary for the UPS Freight campaign to be successful: every UPS Teamster needs to take an active role.

"Everyone needs to get on board and help out," said Basulto, a 25-year employee of UPS and member of Local 79 in Tampa, Florida.

UPS Teamsters are in the best position to educate UPS Freight workers about the benefits of Teamster membership because they experience the advantages first-hand. The union-negotiated contract provides UPS Teamsters and their families with security now and in the future, and UPS Freight workers deserve that same security, he said.



One Company, One Union

"We all need to listen to UPS Freight workers and provide feedback. Our message is, 'this is the best option for you,'" said Basulto, who has had a "combo" job for the last two years. He started out in 1981 as a part-time pre-loader and was a package-car driver for 12 years.

The union recently sent Parcel and Small Package Division and Freight Division stewards and local unions materials for the member mobilization and education drive. Local union leaders and stewards are asking all UPS Teamsters to take an active role in the campaign, which is called "One Company, One Union." UPS Teamsters and freight members have been distributing "palm cards" with information about the campaign to workers at UPS Freight.

"I've already started talking with UPS Freight workers," said Gerald Wright, a package-car driver and member of Local 667 in Memphis. Wright said he's sick and tired of corporate greed in the United States and the exploitation of workers. By having a union contract, UPS Freight workers will have a strong voice and be able to fight for what's right, he said.

Working Together

Ken Hall, Director of the Parcel and Small Package Division, said he is heartened to see the response from members so far.

"Our members are already delivering the message to UPS Freight workers about how the union has improved their lives," Hall said. "This is just the beginning of a campaign to organize UPS Freight. This is an important campaign so that UPS doesn't divert Teamster work to UPS Freight. It's also important to our Teamster-represented freight companies so that work isn't diverted from our freight members."

The Parcel and Small Package Division is working closely with the Teamster Freight Division and its Director, Tyson Johnson.

"Our freight members are out there spreading the message about the Teamsters and how the union improves lives," Johnson said. "Workers at Overnite have struggled to win a strong voice and it's up to us to help them achieve that strength."

DHL Organizers

"Most Teamsters have probably never been involved in organizing," said Joe Carmine, a DHL Express worker who lives in West Babylon, New York. "That doesn't mean they're not good Teamsters, it just means that they probably don't know how effective they can be."

Carmine has been on both sides of the issue. He and his coworkers at the DHL Gateway at JFK Airport in New York City were organized, in part, by their coworkers who were already Teamsters. Carmine was so taken by the idea that he recently went to a training in Ohio to learn how to be a member organizer himself.

"After the merger of DHL and Airborne, we were in closer contact with a lot of coworkers who had been Teamsters for a long time. When the merger happened, we weren't in the union," said Carmine, a member of Local 295 in Valley Stream, New York. "We were in contact with Teamster members every day and they were always able to answer any questions we had about the union. It helped us tremendously in our decision to go with the Teamsters."

"A lot of the grunt work in organizing us was done by the local, but the members really gave us a lot of assurance that this was the right thing to do," he said. "It made a big difference."

Getting Involved

Carmine recently had his first experience as a member organizer. While at the training in Ohio, he got to go on an organizing house call. His encounter there was eye-opening.

"The guy I talked to, he's a ramp lead with ABX Air. We immediately hit it off because we have so many shared experiences," Carmine said. "I told him, 'I'm not an organizer. I'm just a working guy—a member of the union. You can do this. Trust me.' He was a little wary at first but as we spoke and started to compare notes, he realized that I was really talking from experience. I think that helped. In the end, he said he was going to vote for the union."

Carmine said it felt good to be able to communicate with the potential member and he wishes every rank-and-file Teamster could have the same experience.

"If every member could consider themselves an organizer, that would be great. I realize now how important it is for other members to support organizing campaigns," he said. "It's vital for all members to get involved."

Basic Training

DHL Workers Help Organize ABX Air



The Teamsters Union has been conducting weekly training sessions for member organizers dedicated to organizing ABX Air. Members and officers from Locals 295 and 851, both in New York, have been attending the sessions at Local 1224 in Wilmington, Ohio.

"I thought the class was very helpful," said Cornell McNeill Jr., a DHL Express driver from Bridgeport, Connecticut who also serves as a shop steward. "I worked in a nonunion job for 10 years before becoming a Teamster so I know what it's like to be overworked and underpaid with no recourse if you have problems. I want to be a member organizer so I can tell people who were in the same position that, if you go with the union, things will be better."

The locals take turns sending members each week and they are first trained and then taken out with organizers on house visits to ABX Air workers in the Wilmington area. The 1,200 ABX Air aircraft mechanics and 5,000 workers in ABX's sort center are working to join the Teamsters in order to gain respect and a voice on the job.

"The locals involved in this program are exhibiting the highest commitment to organizing," said Jim Hoffa, Teamsters General President. "They are using their newly organized members to help others organize within the same industry and same company. It's an inspired organizing plan."

Common Issues

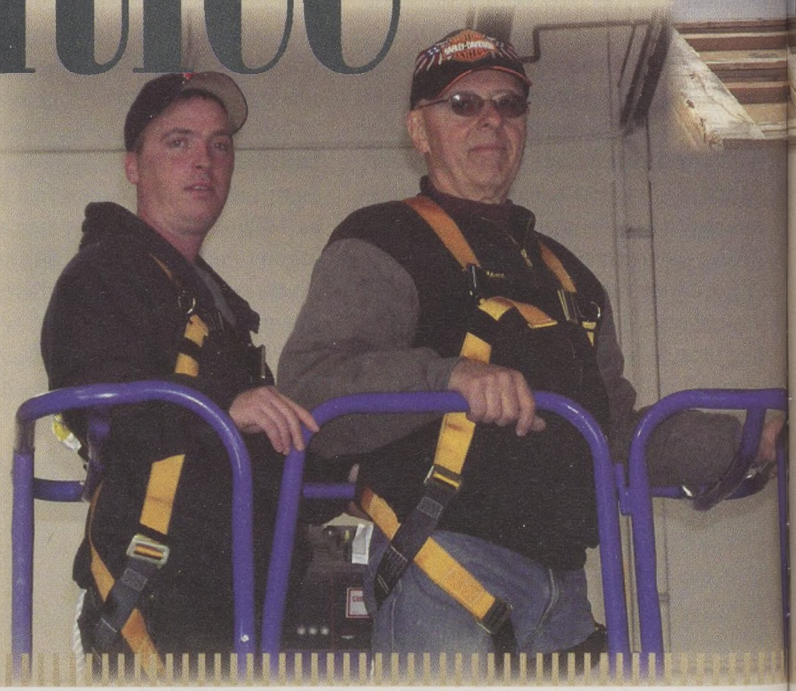
"I had to opportunity to take part in the training in Ohio and do house calls with the Organizing Department and it was eye opening," said Thom Conelias, President of Local 851. "When we went door-to-door talking to the workers who are looking to form a union, I realized that I have a bond with these folks because I worked for Airborne/DHL for more than 15 years. The workplace issues just don't change that much so I was able to connect with people we spoke with."

Conelias, McNeill and others who have participated in the Ohio trainings say the insights they gained into the organizing process were valuable.

"One of the best decisions in my life was made when I joined the Teamsters and, because of my experiences, I feel like I can help other nonunion workers make the same decision my coworkers and I made," McNeill said. "We have the same issues as our nonunion brothers and sisters but we have a better remedy to fix these situations—like the grievance process."

The Apprentice

Local 631's Training Center Improves Workers' Marketable Skills, Bolsters Local Membership and Enables the Country's Largest Trade Show Workforce to Expand its Scope



Since its inception in 2001, Las Vegas-based Local 631's apprenticeship program has been changing lives, a phenomenon Denise Malwitz knows well. A six-year Teamster, she was a member of the program's first class and serves at the facility today as a part-time instructor.

"They taught me all the different areas of the industry so I would be able to go on the show floor as a more knowledgeable worker," Malwitz said. "I now create displays from scratch—I use sanders, saws, whatever it takes to create these large, unique displays. The apprenticeship program certainly helped me succeed."

The program certifies workers in all skills of the convention industry, including forklift, boom lift, scissor lift, rigging and set-up and tear-down. The local also began training in show-site graphics as it expands its jurisdiction to the convention-related graphics shops.

"By teaching additional skills, we're taking control of our industry," said Rebecca Smith, Director of Training and Director of the Southern Nevada Teamster Convention Training Trust. "This program has been incredibly successful in raising membership and we have increased Local 631 members' value as employees, making it easier for them to get work and stay working. Multi-skilled Teamsters can unload a truck and build the booth. This gives them the opportunity to work in many areas of the convention industry and thereby increase their income."

"Enrolling in the apprenticeship program is the best thing I've ever done for myself," said Linda Thompson, a five-year Teamster who learned the full range of convention-related skills in the apprenticeship program.

"The teachers were awesome, they took the time to teach us and to know us," Thompson said. "And now I have a career. I'm a single mom, able to buy new clothes for my kids. It's fantastic. I never thought in a million years I'd be making this kind of money."

Expanding Opportunities

Las Vegas has a trade-show workforce of approximately 3,000 workers, the largest such group in the country, the vast majority of whom are Local 631 members.

"Teamsters have jurisdiction from floor-to-ceiling, with the exception of electrical and stage lighting," said John Perry, Teamsters Trade Show Division Director. "To ensure that our members continue to have the necessary skills and we have the workforce to provide employers, we established the first and only registered apprentice program in the United States for the convention industry."



> **"I think we're reviving some of the spirit that had been in unions years ago—the 'family' feeling that was a big part of union membership. Our apprentices are bringing back that feeling."**
>
> —REBECCA SMITH, SOUTHERN NEVADA TEAMSTER CONVENTION TRAINING TRUST

The training center had languished until 2001, when General President Jim Hoffa and Local 631 recognized the industry's need for workers exceeded the number the local could provide. Over the years, the training center has taken hold.

"We've been closing the doors to allowing employers to outsource work that should be done by Teamsters," Smith said. "For example, graphics was a nonunionized area of the convention industry. Employers said we couldn't provide skilled labor so they had to find non-Teamster work. We developed a program, added it to the curriculum at our training center and now Teamsters are doing this work."

Big Steps

"We've attempted to get a training for Class A CDL (commercial driver's license) for journeymen that do not possess a commercial license," Smith said. "This year, we succeeded with the employers in establishing those classes."

The first CDL class took place in February. The students had waited for the chance to get their CDLs for more than two years. They sat on the construction training list and because it was another industry they had last priority.

"Our next big project is to build our own training center—we currently rent space," Smith said. "This will require a lot of time and determination, but our local is working with Sen. Reid's (D-NV) office and other entities in order to give the members something to be even more proud of."

"I love the industry," Maltwitz said. "I'm proud to have come through the apprentice program and to teach there today. I want to make sure it succeeds."

Family Feeling

To attract workers to the apprenticeship program, Smith advertises in the local newspaper. The program is open to anyone, provided they pass aptitude and drug tests. The application process takes approximately six weeks.

"A big key to our success is that instructors really provide support for students during the classes," Smith said. "The level of service is high—we teach skills and offer moral support. For the first two years or 2,000 hours worked after someone completes the program, we take care of their dispatching. Then, after two years, if they choose to join the Teamsters—which 98 percent do—they're transferred over to the Teamster hall and they become full-fledged journeymen."

Smith likens the high membership rate to a realization of the spirit guiding unions.

"I think we're reviving some of the spirit that had been in unions years ago—the 'family' feeling that was a big part of union membership," Smith said. "Our apprentices are bringing back that feeling."

REPORT 95 TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board
Benjamin R. Civiletti
Joseph E. diGenova
William H. Webster
DATED: May 31, 2006

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Ninety-fifth Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have currently come before us, including two new reports and the status of pending charges about which we have previously informed you.

II. NEW INVESTIGATIVE REPORTS

A. JOHN CAPONE - LOCAL 295, VALLEY STREAM, NEW YORK

On May 22, 2006, the IRB issued an Investigative Report to the Local 295 Executive Board concerning member John Capone. The Report recommended that Mr. Capone be charged with bringing reproach upon the IBT by failing to appear for his scheduled in-person sworn examination. The Executive Board has scheduled a hearing for June 7, 2006.

B. GARY PROCTOR - LOCAL 614, PONTIAC, MICHIGAN

On May 2, 2006, the IRB issued an Investigative Report to General President Hoffa concerning Gary Proctor, an IBT member and employee of the International Union, Joint Council 43 and Local 614. The Report recommended that Mr. Proctor be charged with bringing reproach upon the IBT by knowingly associating with a barred individual, Michael C. Bane, a former International Representative and the former President of Local 614, who had been permanently barred from the IBT on July 17, 2001. Mr. Hoffa adopted and filed the proposed charges, appointed a hearing panel, and scheduled a hearing for June 8, 2006.

III. STATUS OF PREVIOUS IRB CHARGES

A. JOHN KIKES - LOCAL 78, HAYWARD, CALIFORNIA

We have previously informed you that John Kikes, International Representative and Local 78 President, allegedly brought reproach upon the IBT when, subsequent to William T. Hogan, Jr.'s permanent bar from the IBT, he had knowing and purposeful contact with him. General President Hoffa filed the charges against Mr. Kikes and appointed a hearing panel. A hearing was held September 15 and 16, 2005.

By decision of October 20, 2005, Mr. Hoffa accepted the recommendation of the hearing panel and permanently barred Mr. Kikes from the IBT or any other IBT-affiliated entity or Fund and from contact and association with officers, members, employees, representatives and agents of the IBT or any other IBT-affiliated entity or Fund. The IRB notified Mr. Hoffa and counsel to Mr. Kikes that it found the IBT decision to be not inadequate.

The IRB then made an Application to Judge Preska for review. Judge Preska extended the time for Mr. Kikes and new counsel to file papers in connection with the Application, and on May 26, 2006, new counsel for Mr. Kikes filed with Judge Preska the objections of Mr. Kikes to the IRB's application.

B. THOMAS RYAN - LOCAL 107, PHILADELPHIA, PENNSYLVANIA

We have previously informed you that Joint Council 53 issued its 1996 decision that former President of Local 107 Thomas Ryan be removed from office, barred and prevented from running for or holding office or working for an IBT Local or affiliate for five years, and suspended from membership for five years. The IRB notified Joint Council 53 that its decision was not inadequate.

In December 1998 the IRB recommended to Members of the Executive Board of Joint Council 53 that Mr. Ryan be charged with, while suspended from all IBT-affiliated positions and IBT membership, continuing to be involved in the IBT national election and campaign functions. Joint Council 53's finding was that Mr. Ryan be permanently barred from all IBT-affiliated union positions, including membership in the IBT and prohibited from receiving compensation from IBT or any IBT-affiliated source. On February 18, 1999, and in more detail on November 15, 1999, the IRB notified Joint Council 53 and counsel to Mr. Ryan that the decision was not inadequate.

After new counsel to Mr. Ryan notified the IRB of his pending lawsuit and contacts with Judge Preska for disposition of this matter, Application 122 was made by the IRB for ruling by Judge Preska. On May 1, 2006, counsel to Mr. Ryan notified the IRB that the parties involved in the civil action of Mr. Ryan against Joint Council 53 and Local 107 agreed to dismissal of that lawsuit.

C. EDMUND BURKE - LOCAL 631, LAS VEGAS, NEVADA

We have previously informed you that Local 631 Secretary-Treasurer Edmund Burke allegedly brought reproach

upon the IBT and violated his fiduciary duty by failing to investigate or to act in response to Local 631 business agent Frank Incandella's repeated admissions that he had contact with Dane Passo in violation of the Consent Order after Passo was permanently barred from the IBT. Mr. Hoffa adopted and filed the proposed charges, appointed a hearing panel and a hearing was held April 4, 2006. By decision of April 24, 2006, Mr. Hoffa accepted the recommendation of the hearing panel and barred Mr. Burke for two months from office and employment, but not to affect his IBT membership. On May 31, 2006, the IRB notified Mr. Hoffa that it found the April 24, 2006, decision to be inadequate.

D. JERRY VINCENT - LOCAL 783, LOUISVILLE, KENTUCKY

We have previously informed you that Local 783 Secretary-Treasurer Jerry Vincent allegedly brought reproach upon the IBT and violated his membership oath when he, subsequent to Michael C. Bane's permanent bar from the IBT on July 17, 2001, and William T. Hogan, Jr.'s permanent bar from the IBT on May 29, 2002, had knowing and purposeful contact with Mr. Bane and Mr. Hogan. General President Hoffa filed the charges and appointed a hearing panel. A hearing was held on February 24, 2006.

By decision of March 29, 2006, Mr. Hoffa accepted the recommendation of the hearing panel and suspended Mr. Vincent from office, membership and employment for a period of one year. On April 28, 2006, the IRB notified Mr. Hoffa that his decision was inadequate. The panel's revised recommendation was reissued as the decision of the General President on May 19, 2006, in which Mr. Hoffa suspended Mr. Vincent from membership for five years, permanently barred him from accepting any office, employment, or compensation, and permanently prohibited him from attending or participating in any manner in the activities or affairs of Local 783, Joint Council 94, the Kentucky and West Virginia Conference of Teamsters, or any other IBT entities. The IRB has the matter under review.

E. ROBERT D'ANGELO - LOCAL 813, LONG ISLAND CITY, NEW YORK

We have previously informed you that the IRB issued an Investigative Report to General President Hoffa who adopted and filed the charges against Local 813 member Robert D'Angelo for knowingly associating with members of organized crime. He then referred the charges back to the IRB for a hearing. The IRB held a hearing on April 19, 2006, and on May 22, 2006, received the hearing transcript.

IV. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 60 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed by IRB staff only. It is not manned by an investigator; however, the recorded information if complete and within IRB jurisdiction is forwarded directly to the Investigations Office.

Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

V. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports and also through use of our website at www.irbcases.org. Based on feedback from the many users, the website has become helpful to IBT members and others.

If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above, use the IRB facsimile number 202-434-8084, or write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001



The James R. Hoffa Memorial Scholarship Fund

2006 Essay Contest

Topic: Describe how the Teamsters Union has benefited your family and explain how you might use your education to involve the labor movement in your future.

For **Students** attending a community college, 4-year institution or a technical/vocational program, **Age 23 and Younger**, who are Children or Grandchildren **of Teamster Members.**

For an application, contact your Teamsters Local Union office or visit **www.teamster.org**

Deadline for submissions is **September 29, 2006**

GENERAL PRESIDENT CANDIDATES' FORUM

Candidates for the office of General President must participate in a forum where they will be asked questions and have an opportunity to address issues affecting the IBT and its members. *Rules for the 2005-2006 IBT International Union Delegate and Officer Election ("Rules")* Article VII, § 6. This *Rules* provision is new for the 2006 International Officer election. In earlier elections the *Rules* on candidate forums did not mandate holding a forum or require candidate participation.

WHO WILL PARTICIPATE?

The Election Supervisor is required to conduct at least one candidate forum for all candidates nominated for the office of General President. *Rules*, Article VII, § 6(b). At the 27th International Convention, James P. Hoffa and Tom Leedham were nominated for the ballot as candidates for the office of General President.

A General President candidate who belongs to a slate that includes a candidate nominated for the office of General Secretary-Treasurer may designate the candidate nominated for General Secretary-Treasurer to appear as the candidate's representative at the forum. That designation must be made not later than July 30, 2006. *Rules*, Article VII, § 6(d). C. Thomas Keegel was nominated for the ballot as a candidate for the office of General Secretary-Treasurer and is a member of the Hoffa 2006-Teamsters-America's Strongest Union Slate. Sandy Pope was nominated for the ballot as a candidate for the office of General Secretary-Treasurer and is a member of the Tom Leedham Strong Contracts, Good Pensions Slate. **Check the Election Supervisor's website after July 30 to learn whether the General President candidates are personally participating in the forum, or if either has designated a representative.**

CAN I GET A COPY?

Yes. The forum will be recorded and, at the time of this writing, there is a strong possibility that it will be broadcast. Under the *Rules*, the debate is presently scheduled to occur in the second part of August 2006. The exact date and format of the forum must be discussed with the candidates, but the Election Supervisor has final authority to decide those matters. Whatever the final determinations, and whether or not the forum is broadcasted, the forum will be recorded and in a form accessible to IBT members to view, listen to, and copy.

Check www.ibtvote.org after July 30 for updated information about the General President Candidates' Forum

ATTENTION ALL TEAMSTERS!

As a result of nomination voting at the IBT's 27th International Convention in Las Vegas there will be contested elections for these International union offices:

General President
General Secretary-Treasurer
Vice-President At-Large
Central Regional Vice-President
Eastern Regional Vice-President
Southern Regional Vice-President
International Trustee

Forty-four candidates will appear on this fall's general election ballot for these various contested positions. The Office of the Election Supervisor expects to mail general election ballots to all IBT members on **October 10, 2006** and to start tabulating the voted ballots on **November 13, 2006**.

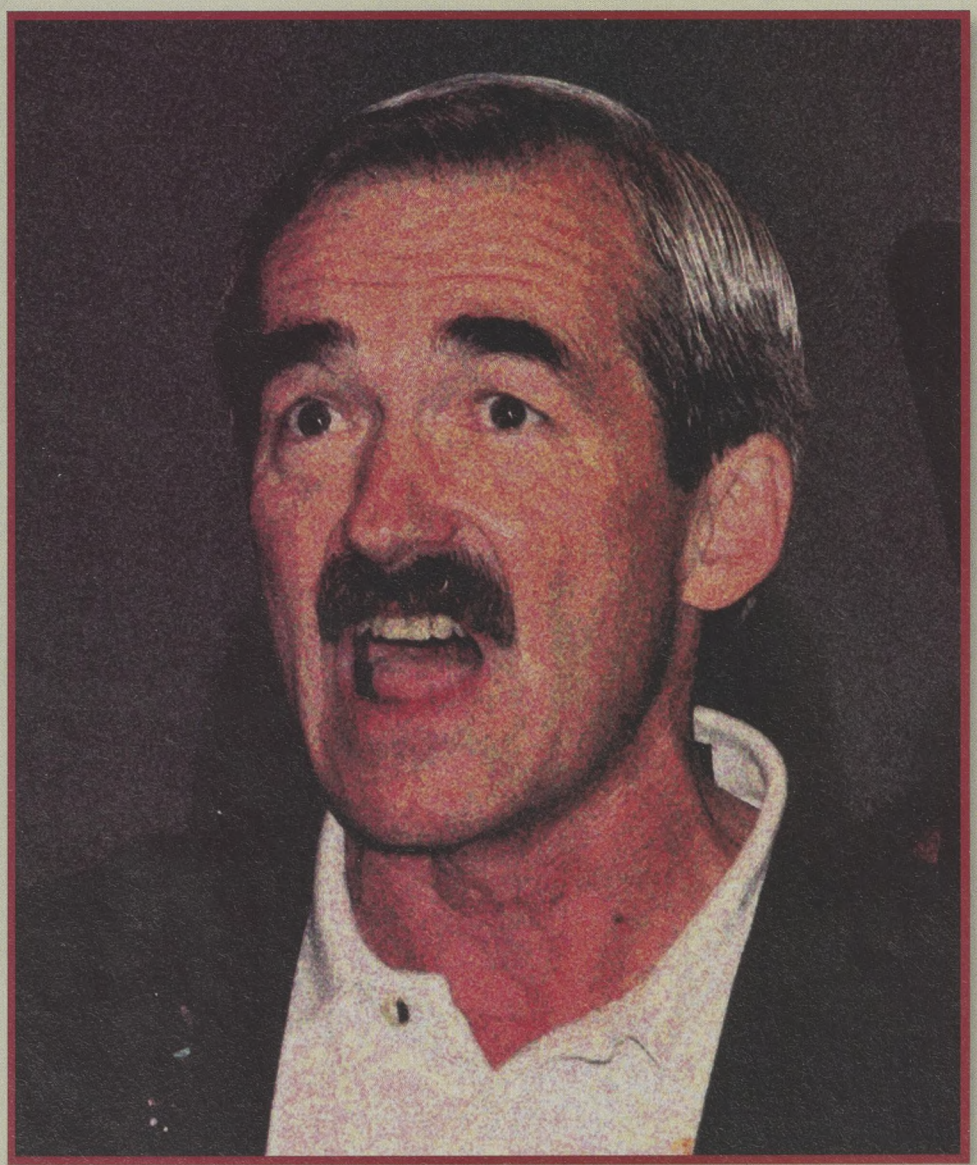
Article VII, § 10 of the *Rules for the 2005-2006 IBT International Union Delegate and Officer Election* (the "*Rules*") permits a nominated candidate for International office to publish campaign literature published in the *Teamster* magazine. To be nominated for the general election ballot, an IBT member: 1) had to be nominated from the floor at the 27th International Convention (with nomination, second, and acceptance being made at the floor session); 2) had to receive at least five percent of the secret ballot votes cast by delegates for the position; and 3) had to accept nomination for the ballot after the secret ballot vote.

Candidates on a slate may pool the magazine space allotted to each candidate. The order of presentation of each slate or candidate's material in this magazine was determined by lot, as the *Rules* provide, although all slate material is published before that of individual, unaffiliated candidates. Nominated candidates have the right to publish campaign literature in the September 2006 and October 2006 *Teamster* magazines.

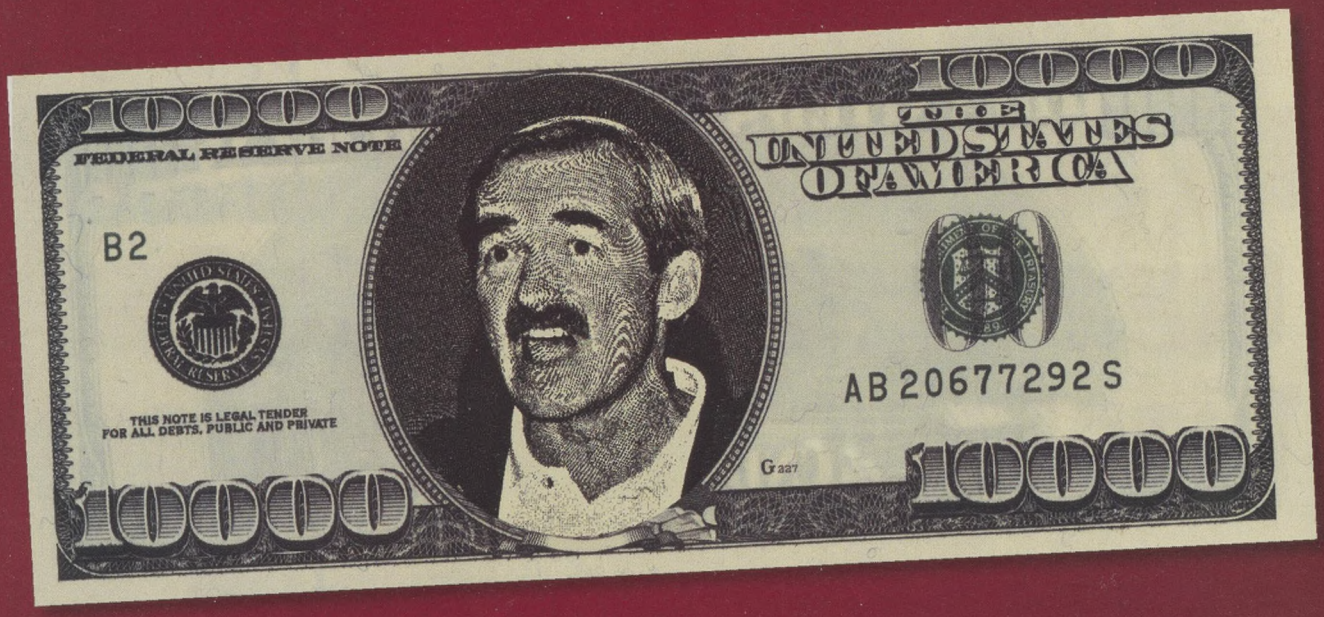
The ideas expressed in these materials are solely those of the accredited candidates. They do not reflect, in any way, the views of the International Brotherhood of Teamsters, any affiliated Unions, or the Election Supervisor. Neither the IBT or the Election Supervisor altered any of these candidate materials. They come directly from the accredited candidates to the Teamster membership.

Richard W. Mark
Election Supervisor

At The June Convention, TDU And Tom Leedham Tried Once Again To Divide And Tear Down The Teamsters



TDU Candidate Tom Leedham



Union Busting Lawyer Bankrolls TDU-Leedham Campaign

Tom Leedham received a $10,000 campaign contribution from Joseph F. Coyne, who is a managing partner at Sheppard Mullin, one of the top anti-union law firms in the country.*

Leedham is also backed by corporate foundations that own stock in non-union companies like Wal-Mart.

Union busters and corporations love Tom Leedham because he will weaken the Teamsters.

* For more information, go to www.FactsAboutTDU.com

Leedham Even Directed The Members Of His Local Union To Cross Picket Lines Of Other Teamster Locals



"When Local 104 Fred Meyer/Kroger grocery warehouse members were on strike in 2000, we went to Tom Leedham's home local in Portland, Oregon to seek help by extending our picket line in his area.

Tom Leedham refused to sanction or honor our picket line and turned his back on the very members he now wants to lead. The last thing the Teamsters need is a coward like Tom Leedham running our union."

— Mike Hockaday and Corey Dryer, Fred Meyer Warehouse, Local 104, Phoenix, AZ

It is no surprise TDU and Tom Leedham would take $10,000 from a Union Busting Law Firm.

Leedham and TDU don't care about Teamster unity. They tear our union down every day on their website.

This hurts all Teamster members because when we go to organize new members, employers go to the TDU website and print out Leedham's anti-Teamster lies, which they hand out to make it harder for us to organize new members and grow the Teamsters.

Leedham Was Part Of The Carey-TDU Leadership Team That Stole Over A Million Dollars And Was Eventually Kicked Out Of Office

The New York Times FRIDAY, JANUARY 26, 2001

Ex-President of Teamsters Is Charged With Lying

Comments Made in a Fund-Raising Inquiry

By STEVEN GREENHOUSE

Ron Carey, the former Teamsters' president who won election on an anticorruption platform, was indicted yesterday on federal charges that he lied repeatedly in an investigation into fund-raising in his 1996 re-election campaign.

The indictment, announced by Mary Jo White, the United States attorney in Manhattan, accused Mr. Carey of making dozens of false statements to a grand jury and to federal officials who oversaw the International Brotherhood of Teamsters.

The indictment charges that Mr. Carey lied repeatedly to federal officials in 1997 when they were investigating a scheme in which the union made $885,000 in donations to various liberal organizations and in exchange donors to those groups gave money to Mr. Carey's campaign.

Mr. Carey won that 1996 campaign against James P. Hoffa, but federal overseers overturned his victory and expelled him from the union in 1998 for failing to stop the campaign finance fraud.

Mr. Carey's lawyer, Reid Weingarten, said he was "extremely disappointed" by the indictment.

"Ron Carey is guilty of no crimes," Mr. Weingarten said. "We will contest these charges until he is fully vindicated. His proper place in history is as a hero of the labor movement."

The indictment is the latest embarrassment for Mr. Carey, who was first elected to the presidency of the 1.4 million-member union in 1991 after promising to do his utmost to clean up what had long been the nation's most corrupt union.

Mr. Carey developed a reputation as the labor movement's No. 1 corruption fighter as he moved aggressively against many Teamster officials who were taking bribes and pocketing money. But his adversaries insisted that his reputation was undeserved, asserting that he often

campaign finance fraud, while the union's former political director was found guilty last year of fraud.

As part of this elaborate scheme, the indictment said, Carey campaign officials arranged for the union to donate $175,000 to Project Vote and $475,000 to Citizen Action's Campaign for a Responsible Congress, two get-out-the-vote efforts that seek to elect Democrats. In exchange, donors to those groups contributed tens of thousands of dollars to Mr. Carey's financially pressed campaign.

The indictment said Mr. Carey committed perjury when he denied being told that Teamster contributions to various groups would assist his campaign fund-raising. The indictment also accused him of falsely stating that his campaign manager, Jere Nash, had no role in those Teamster contributions.

In a statement, Mr. Hoffa, who was elected president of the union in a re-



Reuters

Ron Carey, a former president of the Teamsters union.

Leedham wants to take the Teamsters back to the dark days of Ron Carey.

Leedham was part of the Ron Carey team that left the union nearly bankrupt and in debt. *(www.FactsAboutTDU.com)*

The Ron Carey-Leedham team eliminated strike benefits for striking Teamsters from $200 a week to nothing.

The Ron Carey-Leedham team gave away the right to strike during deadlocked grievances.

Ron Carey was permanently barred from the union for his actions.





Tom Leedham Spends More At His Local Union On Cars And Travel For Union Officials Than On Organizing And Educating

Leedham's misspending is one of the reasons Leedham has lost 20% of members from his own union. *(www.FactsAboutTDU.com)*

Department of Labor records show Leedham's Local 206 dropped from 3,500 members to 2,800 in just five years.

The Teamsters Have Made Enormous Progress Under Jim Hoffa



We have become America's Strongest Union because of excellent contracts, strong pension and health care benefits, a revitalized strike fund and a growing membership.

Jim Hoffa has restored the Teamster strike fund that was bankrupt before he was elected. The strike fund now has over $60 million dollars to take care of striking members, and it is also a powerful bargaining tool at contract time.

Jim Hoffa fought hard to protect Teamster pensions and health care benefits, while thousands of workers in other unions and industries have seen their pensions cut in half or wiped out.

Jim Hoffa has protected American jobs by keeping U.S. borders closed to Mexican trucks while other industries have been destroyed by foreign imports and outsourcing.

Jim Hoffa Has Forced UPS Into Early Negotiations To Win The Best Contract In 2008



In 2002, Jim Hoffa and Ken Hall negotiated a UPS contract that increases hourly wages by over $5.00 when you add up each of the yearly wage increases and the COLA over the life of the 2002-2008 contract.

Now we have forced UPS to open early negotiations for the next contract in order to strengthen pension security and health care benefits.

UPS also has agreed to the Teamsters' demand for a card-check agreement at UPS Freight, providing a major boost to the Teamsters' organizing efforts at the former Overnite Transportation.

It Is Important To Everye
Defeat Tom Leedha

Though we have made great progress under Jim Hoffa, we have many crucial negotiations in the next few years.

Employers and politicians will be watching closely to see how strong a margin Teamster members re-elect Jim Hoffa as their President.

They will use any sign of weakness against us.

Don't give them an inch! Show them how united and strong we are!



TO HELP RE-ELECT JIM, GO TO WWW.HOFFA2006.COM

When We Negotiate

ryeamster That Jim Hoffa
na By A Huge Margin



BE SURE AND VOTE TO RE-ELECT JIM HOFFA AS YOUR PRESIDENT

The bigger the margin Jim Hoffa wins by, the stronger Jim Hoffa and the Teamsters will enter every negotiation in the years ahead.

trom Strength Teamsters Win!

Jim Hoffa Will Not Let TDU Divide The Teamsters And Weaken America's Strongest Union



TO HELP REELECT JIM, GO TO WWW.HOFFA2006.COM

VOTE THE HOFFA 2006 SLATE



FRONT ROW: Gordon Sweeton, L823, Central VP; Ferline Buie, L922, Int. Trustee; Ken Hall, L175, VP At-Large; Jack Cipriani, L391, East VP; Jim Hoffa, L614, General President; Tom Keegel, L120, General Secretary-Treasurer, Pat Flynn, L710, Central VP; Fred Gegare, L75, VP At-Large; Frank Gallegos, L890, Int. Trustee; Cheryl Johnson, L20, Central VP; John Murphy, L122, East VP. **MIDDLE ROW:** Ken Wood, L79, South VP; Carl Haynes, L237, VP At-Large; Freddie Simpson, BMWED, a VP At-Large; George Tedeschi, GCC, VP At-Large; Chuck Mack, L70, West VP; Walt Lytle, L414, Cental VP; John Coli, L727, Central VP; Bob Bouvier, L1999, President, Teamsters Canada; Don McGill, L213, VP Canada; Henry Perry, L667, Int. Trustee; Randy Cammack, L63, VP At-Large. **BACK ROW:** Fred Potter, L469, VP At-Large; Dan Kane, Sr., L111, East VP; Frank Gillen, L500, East VP; Al Hobart, L760, West VP; Tom Fraser, L879, VP Canada; Jim Santangelo, L848, West VP; Tyson Johnson, L745, South VP. *(titles are positions people are running for).*

I want to help re-elect the Hoffa 2006 team!

Name _____

Address _____

City _____ State _____ Zip _____

Local _____ Phone _____

Send me campaign updates at my email address: _____

Mail to: Hoffa-Keegel 2006, PO Box 77131, Washington, DC 20013-7131

HOFFA GEAR

Approved Resource for all HOFFA 2006 Merchandise 800.562.5766 www.hoffagear.com



▲ **License Plate**
Durable Diamond license plate with embossed and printed Hoffa logo.
Item H107 - $10.00



▲ **Brass Key Chain**
Diecast brass keyring
Item H108 - $5.00



Car & Truck Flag ▶
Nylon flag. Easily attaches to car or truck window
Item H112 - $15.00



Baseball Caps ▶
Low profile, brushed twill cap with gold "sandwich" visor and embroidered Hoffa '06 logo.
Item H105 - $20.00





Photo Decal Lepel Pin ▶
Item H110 - $5.00

▲ **Diestruck Enamel Lepel Pin**
Item H111 - $7.00



◀ **Long Sleeve T-Shirts**
100% cotton, long sleeve black t-shirt with Biker Style logo printed on front and back. Available in Adult Sizes M-XXXL
Item H101 - $25.00



Model Truck ▲
Diecast 1/64 scale truck. Hand painted by the Penn Joy Company.
Item H109 - $100.00

Get One Free Bumper Sticker with your order!

(*) Indicates Required Information

*Name: _____
*Address: _____
*City: _____ *State: _____ *Zip: _____
*Phone: _____
E Mail: _____
*Last 4 of SSN: _____
*Select One: ☐ Active Member ☐ Non-Member
*Employer: _____
*Union Local #: _____
Credit Card: ☐MC ☐Visa ☐Amex
Card #: _____ Exp: _____
Signature: _____

Mail Order Form to: HoffaGear c/o Financial Innovations, Inc.
One Weingeroff Blvd., Cranston, RI 02910

If Paying by Check:
Members: Make Check Payable to "Hoffa 2006 General Fund"
Non-Members: Make Check Payable to "Hoffa 2006 Legal and Accounting Fund"

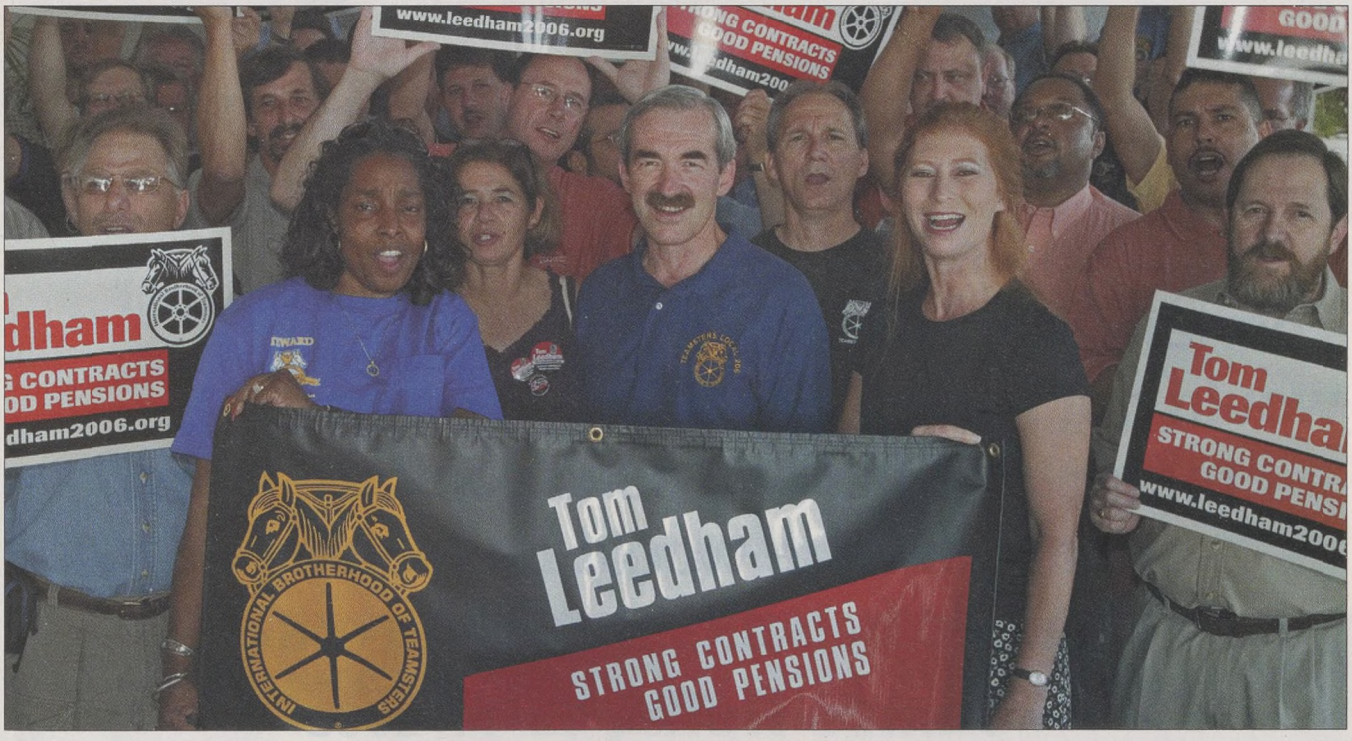
Under the Election Rules, the campaign may accept general fund contributions **only** from active IBT members and their immediate families. IBT members who are also employers may only make contributions from their personal funds. Non-member contributors may provide contributions up to $10,000 to the Hoffa 2006 Legal and Accounting Fund.

Item #	Item Name	Size	Qty	Price	Total

SHIPPING RATES	
$1 - $20	$6.95
$21 - $75	$9.95
$76 - $100	$11.95
$101 - $250	$15.95
$251+	5% of total

Subtotal
RI Residents add 7% Tax
Shipping (see chart)
Total

Tom Leedham



"Hoffa says our union is 'more powerful than ever before.' Is that how it feels where you work?

"It's time to put Teamster power to work for Teamster members."

—Tom Leedham

Hoffa's Pension Cut Cover Up



"You can be certain that I would not have recommended any contract if we knew at the time we would be looking at reduced benefits down the road."

—James Hoffa, 12/11/2003

"Extensive communication [was] undertaken to brief the IBT, including the IBT president Jim Hoffa on the pension fund's current financial difficulties."

—Report by Central States Special Counsel William Saxbe, June, 2002



"Hoffa Lied and Cut Our Benefits. How Can Any Teamster Trust Him Again?"

—K.W. Phillips, Roadway, Local 667, Memphis

Tom Leedham

Wins Strong Contracts and Reverses Benefit Cuts

Tom Leedham has bargained industry-leading contracts for 20 years as the head of Oregon Local 206. When he was elected, the union's healthcare trust fund was nearly bankrupt. Members were losing retiree coverage. Tom Leedham won top-notch medical benefits and restored retiree healthcare.



"Thanks to Tom Leedham, I Can Retire Early with Affordable Health Insurance."

–Steve Fagan, Unified Western Grocers, Local 206, Oregon

"Hoffa's Healthcare Cuts Mean That I Can't Afford to Retire."

–Jim Collum, UPS, Local 407, Cleveland



Freight Teamsters Are Giving Up on Hoffa Because Hoffa Has Given Up on Freight



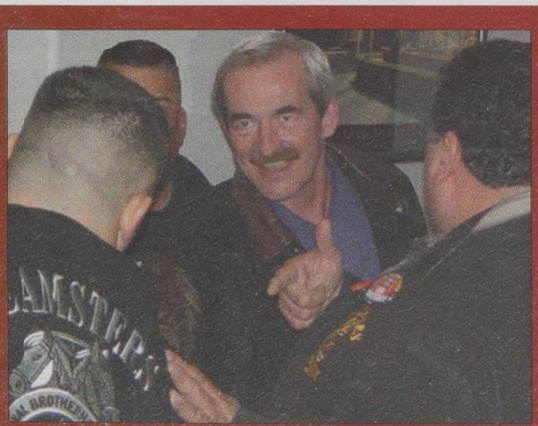
"Hoffa cost over 1,800 USF Red Star Teamsters our jobs when he pulled us out on strike without warning. Then he let Holland come back in Red Star's place with substandard pay and work rules. Yellow Roadway owns Holland. Now they'll go for the same work rules in the next contract. Hoffa has abandoned freight Teamsters. Secure your future. Vote for Tom Leedham."

—Ed Taylor, Local 107, Philadelphia



"Hoffa hasn't done anything for us in freight the last eight years, and that's not going to change now. That's why freight Teamsters in Hoffa's own home local elected the United Teamsters Against Hoffa Slate."

—Bryan O'Nail, United Teamsters Against Hoffa Local 614, Pontiac, Mich.

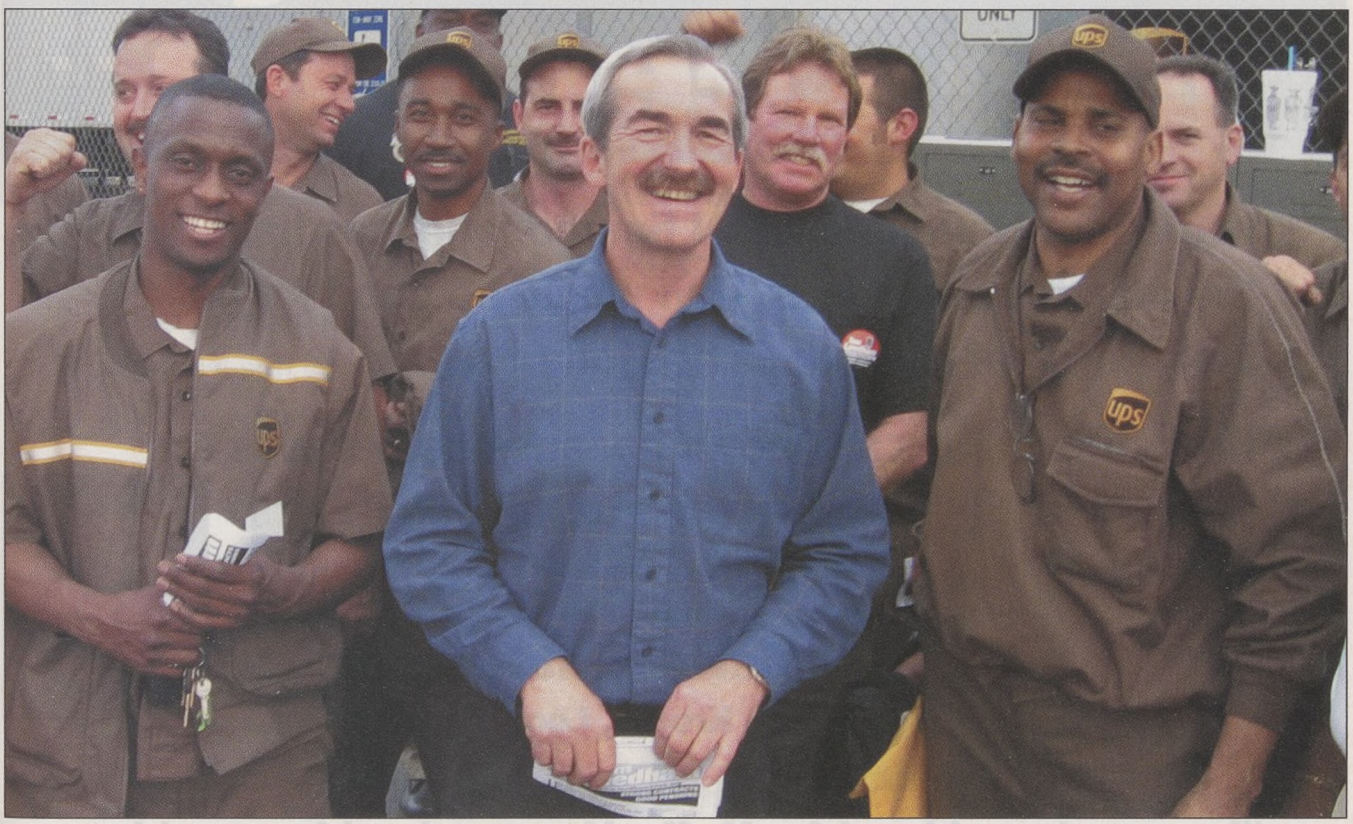


"I will take Freight Teamsters off the trucks and the docks and put them to work organizing the nonunion competition and fighting for a strong NMFA."

—Tom Leedham

UPS

Teamsters Back Tom Leedham



89 Percent Call Hoffa's "Best Contract Ever" *a FLOP*

- ✖ Pension and medical benefit cuts
- ✖ Weak protections from unwanted, excessive overtime
- ✖ Early negotiations to fix weak deal



"If Hoffa had used the leverage we had in 2002, we wouldn't be bargaining from a position of weakness today. UPSers need a proven negotiator at the table. We're sticking with Tom Leedham."

–Jim Reynolds, UPS Alt. Steward, Local 804, New York

"I Voted for Hoffa Last Time...

"This Time I'm Backing Tom Leedham."

"I voted for Hoffa because I figured if he was half the man his father was, that would be good for us. I learned that Hoffa Jr. is no Hoffa.

"Hoffa thinks he's a shoo-in because he believes his own hype. He doesn't realize that members have figured out that he's a fraud."



—Mark "Gator" Horsley
Kroger, Local 89, Louisville

"I campaigned hard for Hoffa. He promised he would fight for decent wages, secure jobs and better pensions. But Hoffa was all talk. He left New York City public employees with no contract for years! We need leaders who will fight for us. We need Tom Leedham as our General President."

—Sgt. Bernadette Bradley
NYC Health Dept. Police
Local 237, New York

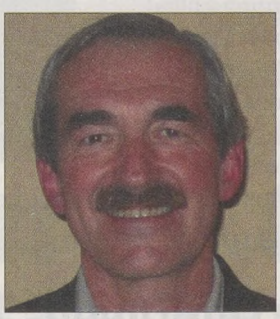


Tom Leedham

Strong Contracts Good Pensions Slate

Tom Leedham's Winning Team–

- **Experienced national and local officers**
- **Successful contract negotiators, pension trustees, organizers and strike leaders**
- **Veteran stewards to give rank-and-file Teamsters a voice**



Tom Leedham
General President
Local 206, Oregon



Sandy Pope
General Secretary-Treasurer
Local 805, New York



Dan Scott
Vice President At-Large
Local 174, Seattle



John Thyer
Vice President At-Large
Local 604, St. Louis



Scott Webber
Vice President At-Large
Local 728, Atlanta



Eunice Rodriguez
Vice President At-Large
Local 237, New York



Chris Roos
Vice President At-Large
Local 1035, Hartford



Kevin McNiff
Vice President At-Large
Local 82, Boston



Ed Michael
Vice President At-Large
BLET Div 724, Illinois



Tim Buban
Vice President, Central
Local 200, Milwaukee



Butch Lewis
Vice President, Central
Local 100, Cincinnati



Darwin Moore
Vice President, Central
Local 243, Detroit



Mark Huckleberry
Vice President, Central
Local 89, Louisville



Richard Berg
Vice President, Central
Local 743, Chicago



Toni Jackson
Vice President, South
Local 667, Memphis



T.C. Bundrant
Vice President, South
Local 549, Kingsport, Tenn.



Doris Cash
Trustee
Local 728, Atlanta

Hoffa Can't Run on His Own Reputation

So He is Trying to Destroy Tom Leedham's

Hoffa is a former corporate lawyer, who represented management against union members, so he knows how to twist the facts. ***Here is the truth.***



Tom Leedham Stands for Solidarity

"Tom Leedham has led winning strikes—something Hoffa has never done. Since Hoffa can't run on his record, he lies about Tom Leedham's.

"Tom Leedham led Local 206 members on strike for three weeks to help striking Teamsters in California. Hoffa running mate Chuck Mack thanked Tom in writing for his support. Now Hoffa is trying to smear Leedham and accuse him of not supporting strikes. That's an outright lie.

"Of course, this is the same man who lied to members about cutting our pensions and raising our dues. Why should we be surprised?"

—Bill Meier, Fred Meyer, Local 206, Oregon

Tom Leedham Can't Be Corrupted

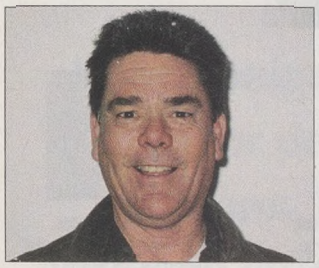


"Hoffa's handpicked anti-corruption director, Ed Stier, accused him of turning a blind eye to corruption and resigned in disgust. Hoffa has confessed that he was a business partner of Allen Dorfman, the mobster who robbed Teamster pension funds.

"To draw attention away from his own corrupt past, Hoffa lies about Leedham. There's only one problem: Tom Leedham can't be corrupted.

"In his 20 years as a union leader, Tom Leedham has never even been questioned about any kind of wrongdoing, let alone implicated in financial improprieties or corruption. Hoffa can't say the same."

—Sandy Pope, President, Local 805, New York



Tom Leedham Built Up Our Union

"We've lost 150,000 members since Hoffa took office. He should be explaining that dismal record instead of attacking Tom Leedham.

"As head of Local 206, Tom Leedham has negotiated industry-leading contracts and reversed cuts in members' wages and benefits. Some companies have even moved so they fall under the jurisdiction of other locals. Others have closed. That's why Local 206 has lost a few hundred members. As General President, Tom Leedham will organize and grow our union—not pass the buck."

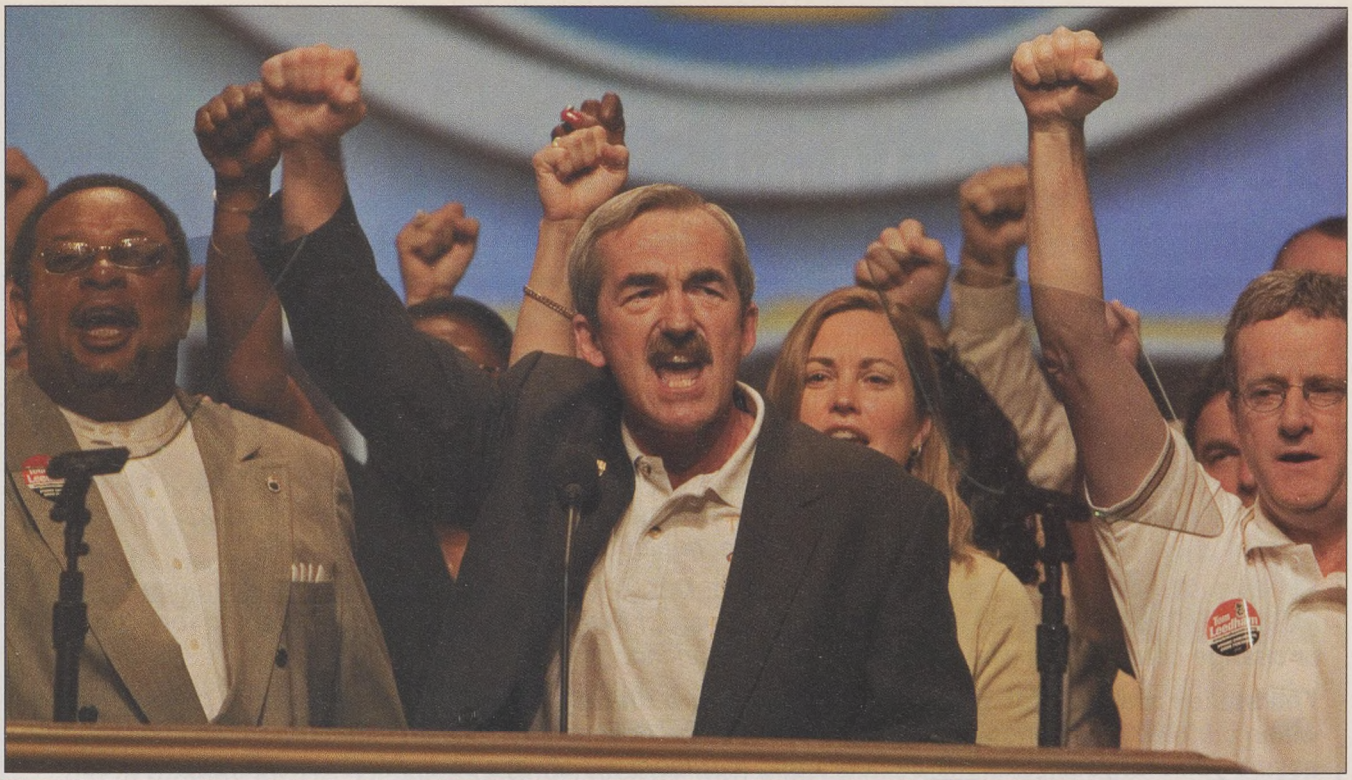
—Doug Sabin, UPS Shop Steward, Local 206, Oregon

Get the Truth Behind Hoffa's Lies, Go to

www.leedham2006.org/thetruth

Will Hoffa Debate? The Election Supervisor is scheduling an official debate between the candidates for General President. A DVD will be available to Teamsters. Hoffa tried to duck this election, but failed. Now will he try to duck the debate? If he can't stand up for his record, how can he stand up for you?





Hoffa spent hundreds of thousands of dollars to try to block Tom Leedham's nomination. Teamster members stopped Hoffa and won the right to decide for ourselves. United, we can elect Tom Leedham and rebuild Teamster Power.

Join 10,000 Teamsters for Tom Leedham

Get campaign updates. Help spread the word.
Get out the vote for victory in November.

GO TO **www.leedham2006.org**

OR CALL **718-287-6156**



"I see hundreds of Teamsters every day at UPS. I signed up with 10,000 Teamsters for Tom Leedham to get the latest news. I know that if I get the information into members' hands, they'll make the right decision."

—Lawrence Cruz, UPS steward, Local 396, Los Angeles

Vote Independent

Vote for Dotty Malinsky

Teamsters 2006 Vice President-at-Large



Experience. 30 year union activist, organizer, negotiator, representative, political mobilizer, local and national board member.

Industry Know-How. 30 years in transportation, expert in health, safety, professional standards, ethics, technology, labor economics, globalization.

Like you, I'm a rank and file member and face the same issues you do. *I've walked on picket lines, my own and others. I've mobilized my crew and negotiated contracts where millions of dollars were at stake. Like you, I'm worried about jobs, health care and retirement security.*

Tired of "Business As Usual" in Washington, D.C.? *Do you believe it's time for a change? As a member of the Teamsters General Executive Board, I found out that some don't want to rock the boat or change course even when strategies aren't working.*

The stakes are too high not to engage the entire union. *Like you, I believe there is plenty of talent within our own ranks and we need Teamsters in the driver's seat. As an independent candidate, I assure you that your voice will be heard and members will always be the first consideration. Break away from "Business As Usual" and vote for me for Vice President at Large. Vote for me, and together we'll make a difference.*

~ Dotty

Break Up the Slate **Independent Voice** **Independent Choice**

Malinsky Campaign 2006, PO Box 385288, Minneapolis, MN 55438

Dan Virtue

For Eastern Region VP

President Teamsters Local 776
Eastern Region Freight Coordinator



I'm a TEAMSTER. I'm my own man, no one tells me what to think or what to do. I can't be bought and I can't be intimidated. I act in the best interest of the members, period. As Eastern Region Freight Coordinator, I fight for Teamsters while other officials have written off our industry.

My Local Union, over 7,500 strong, represents a wide array of members including 1500 UPSers and more than 2,000 public service employees. I know every Teamster, working in any job, deserves our best.

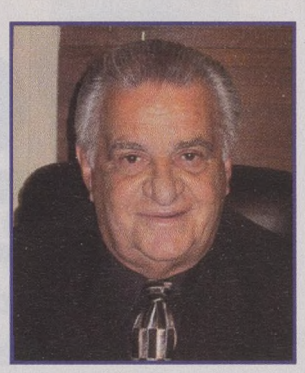
I'm running for Vice President because I disagree with some things that are going on in our International Union. If you want STRONG leadership from an INDEPENDENT Teamster who will STAND UP and speak his mind, I'd appreciate your VOTE. If you want to help change our Teamsters Union, contact me at **VirtueCampaign@hotmail.com**.

TOGETHER, we can make a difference.

Don DiLeo

FOR EASTERN REGION VP

President Teamsters Local 408
President Teamsters Joint Council 73



Since 1969 I've served my members as a Business Agent for Local 408. I was elected President in 1980, was appointed to serve Joint Council 73 in 1986, and elected its President in 1996.

In 37 years I have been a strong voice for the membership. I've never been intimidated, I've never been manipulated, and I've never left a negotiation without securing the best contract for my members!

I am running for Eastern Vice President because I disagree with various policies the current administration has made in our International Union. Unlike the current Eastern Vice Presidents I can't blindly support an administration that doesn't act in the best interest of the members.

I speak my mind, I yield only to the members,
I AM A TEAMSTER.

Contact me at DonaldDiLeo@aol.com.
With your support we will make a difference!

ELECTION SUPERVISOR'S REPORT TO IBT MEMBERS

Candidates Nominated for International Office at the 27th IBT International Convention – 1799 delegates, attended the 27th International Convention of the IBT in Las Vegas, Nevada from June 26 through June 30, 2006. At the convention, delegates nominated candidates for IBT International offices. There are contested elections for the offices of General President, General Secretary-Treasurer, Vice-President At-Large, and Vice-President for the Central, Eastern and Southern regions. The candidates nominated for the ballot are listed below, by office sought and in the order in which they appeared on the nomination ballots. Each candidate received at least five percent of the delegate votes cast in their nomination contest.

No slate affiliation or groupings are shown or implied by this listing (the deadline for filing slate declarations is August 31, 2006).

General President Candidates
Tom Leedham
James P. Hoffa

General Secretary-Treasurer Candidates
C. Thomas Keegel
Sandy Pope
Michael Klootwyk

International Trustee Candidates
Doris Cash
Henry Perry
Ferline Buie
Franklin Gallegos

Central Region Vice-President Candidates
Tim Buban
Gordon Sweeton
Darwin Moore
Walter A. Lytle
John T. Coli
Richard Berg
Mark Huckleberry
Cheryl Johnson
Patrick Flynn
Butch Lewis

Southern Region Vice-President Candidates
Tyson Johnson
T.C. Bundrant
Toni Jackson
Kenneth W. Wood

Eastern Region Vice-President Candidates
John Murphy
Daniel Virtue
Frank Gillen
Dan Kane, Sr.
Jack Cipriani
Donald DiLeo

At-Large Vice-President Candidates
George Tedeschi
Fred Potter
Kevin McNiff
Eunice Rodriguez
Chris Roos
Ken Hall
Carl Haynes
Scott Webber
Ed Michael
Dan Scott
Fred Simpson
Randy Cammack
John Thyer
Fred Gegare
Dotty Malinsky

Officers Duly Elected at the 27th International Convention – The number of candidates nominated at the Convention for regional vice-presidents for the Western Region and for Teamsters Canada did not exceed the number of positions available. Accordingly, on the last day of the convention the Election Supervisor certified that these International officers were duly elected:

Western Region Vice-Presidents
Jim Santangelo
Chuck Mack
Al Hobart

Teamsters Canada Vice-Presidents
Tom Fraser
Don McGill
Robert Bouvier

These duly elected officers will not start their term until the final certification of the results of the rank-and-file election for the contested International offices.

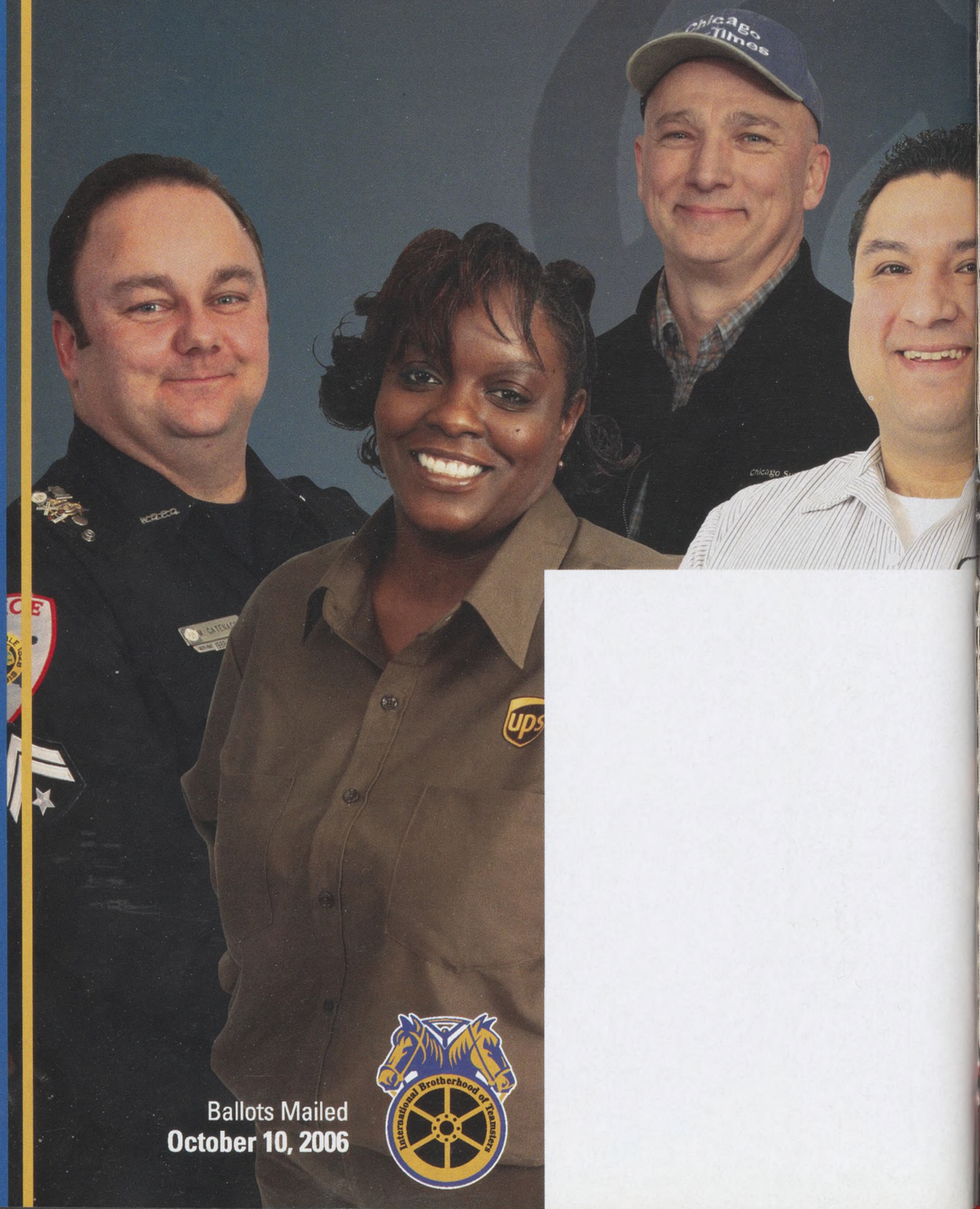
General Election Dates – Every IBT member, will have an opportunity to campaign, support and vote for any candidate or group of candidates in the International officer election. Candidates may publish campaign literature in upcoming issues of the *Teamster* and *Teamster Canada*. The Office of the Election Supervisor will conduct the mail ballot election for the contested offices. We expect that ballots will be mailed to the entire IBT membership on October 10, 2006, and that the ballot count will start on November 13, 2006 continuing each day to completion. Details of the balloting and count will be published in coming issues of this magazine, and on www.ibtvote.org.

Election Protests – Members should know that the Election Supervisor sanctioned IBT members in recent protest rulings. Two cases involved members who collected ballots from others. *In re: Pope,* 2006 ESD 316 (June 30, 2006); *In re: Berg,* 2006 ESD 278 (May 30, 2006) (appeal pending at this writing). In the third case the Election Supervisor found that a Convention delegate assaulted an IBT member and nominated candidate for International office. *In re: Berg,* 2006 ESD 315 (June 29, 2006). Sanctions issued in these cases included disqualification of delegate candidates for misconduct, revocation of convention credentials, refunding of per diems payments, fines, and referral to the IRB. You can read these decisions at www.ibtvote.org, and print out copies from the website. We will sanction members for misconduct that interferes with the election process, or that denies to other members the right to exercise their free choice to vote in the election.

Richard W. Mark
Election Supervisor

Your Right
Your Responsibility
VOTE!

For the Election of
International Union Officers



Ballots Mailed
October 10, 2006

International Brotherhood of Teamsters

INTERNATIONAL BROTHERHOOD OF TEAMSTERS SEPTEMBER 2006

TEAMSTER

Candidate Campaign Literature Inside Page 46





2006 CONVENTION

MOVING FORWARD TOGETHER



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Moving Forward Together

The 27th International Convention

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20 Day 3 : June 28, 2006

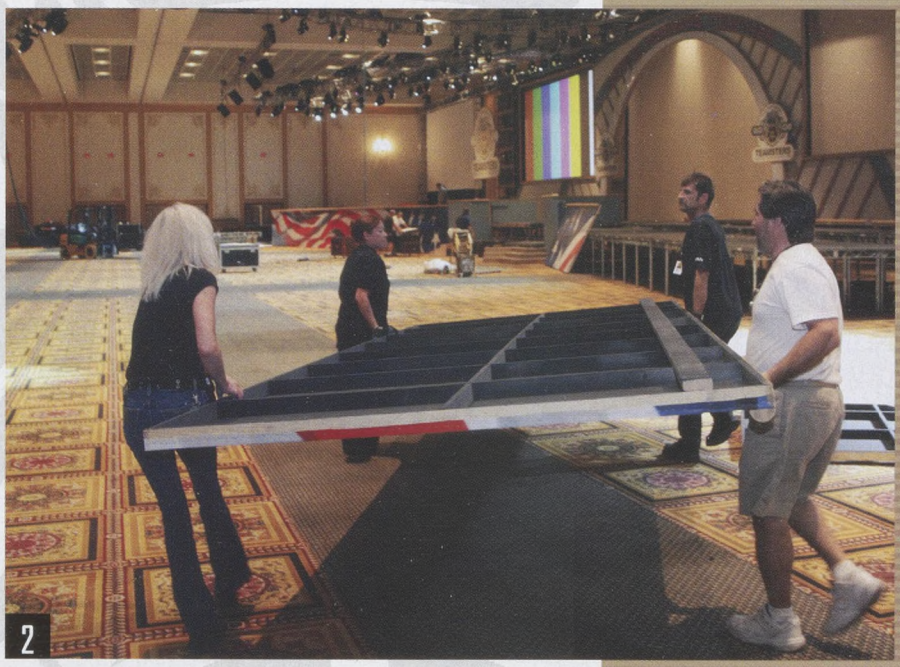
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TEAMSTER

www.teamster.org

International Brotherhood of Teamsters
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Postmaster: Send address changes to The Teamster, Affiliates Records Department, 25 Louisiana Avenue, N.W., Washington, DC 20001-2198. **Subscription rates:** $12 per year. Single copies $2. (All orders payable in advance.) Members should send address changes to their local union.



A MESSAGE FROM THE GENERAL PRESIDENT

Organizing UPS Freight

On August 10, 125 drivers and dockworkers in Indianapolis became the first UPS Freight workers to join the Teamsters Union.

This organizing victory marks a great moment and tremendous achievement. And it signals a new day of hope for the 15,000 drivers, dockworkers and office staff at UPS Freight, who have been subject to one of the most anti-union workplaces in North America. But this landmark organizing victory would not have been possible without the help and support of rank-and-file members in our campaign to organize UPS Freight, called "One Company, One Union."

Spreading the Word

No one knows the benefits of Teamster representation more than you, our members. Rank-and-file Teamsters have done a great job talking about the benefits of union membership to UPS Freight workers. Everywhere I go, I hear the same thing from UPS Freight workers: they want to become Teamsters so that they too can enjoy strong contracts and effective representation like their brothers and sisters in Freight and at UPS.

The message is getting to UPS Freight workers because of you.

Thanks to your efforts, all UPS Freight workers will become Teamsters soon. Our plan is to negotiate a strong contract in Indianapolis and then move on to the entire UPS Freight system.

Victory at UPS Freight

I cannot stress enough the importance of your continued hard work and support. While we have won this important organizing victory, this campaign will take a deliberate and methodical approach. That's the only way we can insure victory for all UPS Freight workers.

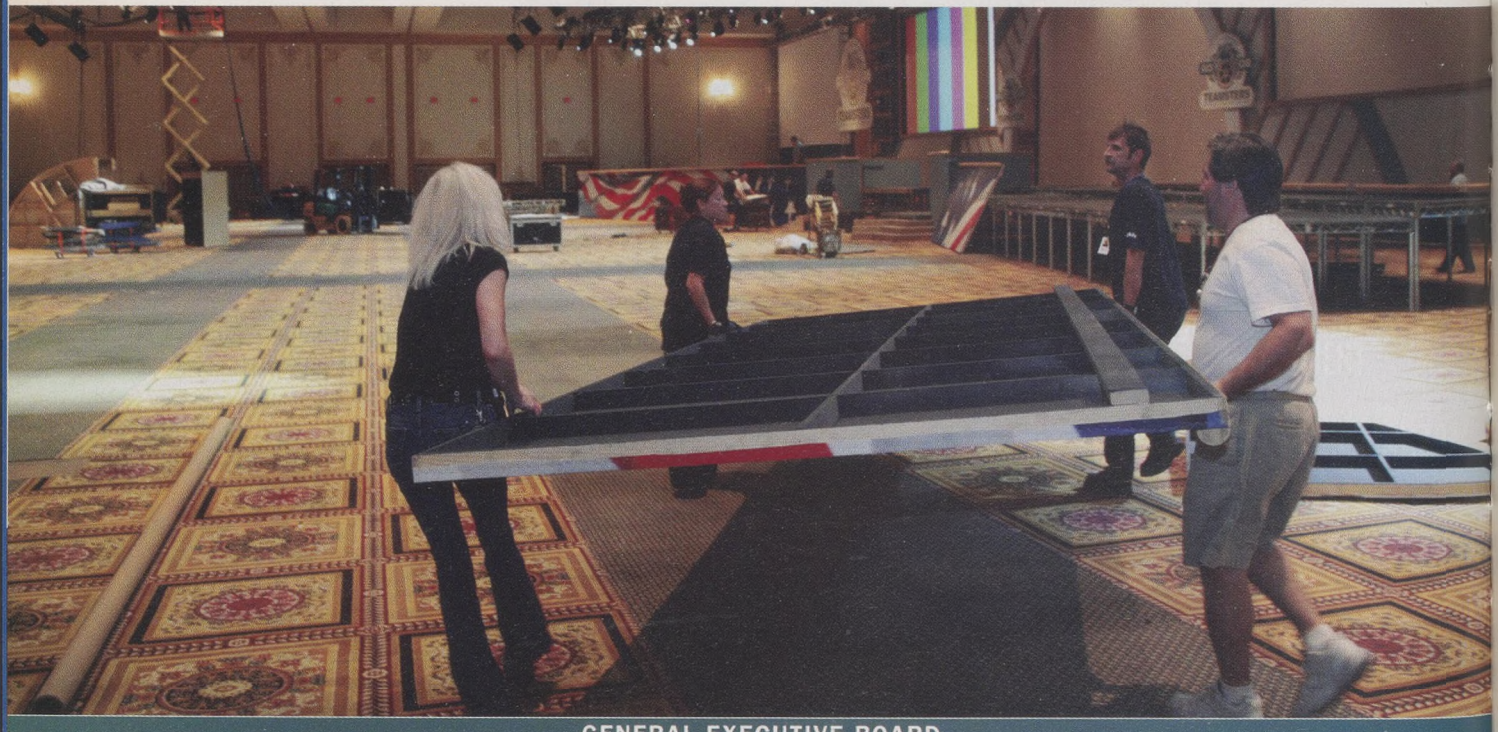
As a result, we will be asking for your help more than ever. We are in the process of developing additional campaign materials for members to distribute to UPS Freight workers. Your involvement will make the difference in this campaign.

It is true, when we stand together, there is no fight too big. When we work together, anything is possible. With your continued support, we will be successful in providing workers at UPS Freight with a brighter future. And by successfully organizing UPS Freight, our entire union and every Teamster member will become more powerful.

These are exciting times. Our union is leading the way because of you.

James P. Hoffa

Moving For



GENERAL EXECUTIVE BOARD

James P. Hoffa
General President
25 Louisiana Ave., NW
Washington, DC 20001

C. Thomas Keegel
General Secretary-Treasurer
25 Louisiana Ave., NW
Washington, DC 20001

VICE PRESIDENTS AT-LARGE

Randy Cammack
845 Oak Park Road
Covina, CA 91724

Fred Gegare
1546 Main Street
Green Bay, WI 54302

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Jim Santangelo
818 S. Oak Park Road
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Frank Gallegos
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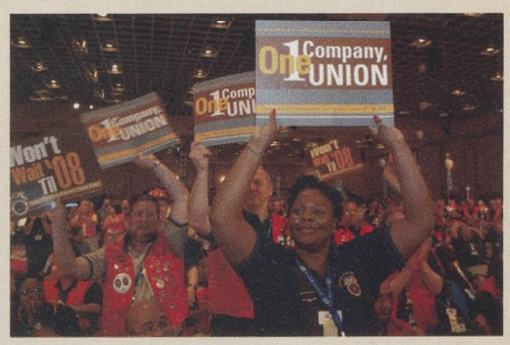
Henry B. Perry Jr.
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rward Together

Months of Planning Make 27th Convention a Success

The 27th International Convention of the International Brotherhood of Teamsters opened on June 26 under the banner of "Moving Forward Together." Meeting in the Paris Hotel in Las Vegas, more than 1,800 delegates mapped out the future course of the 1.4 million-member Teamsters Union.

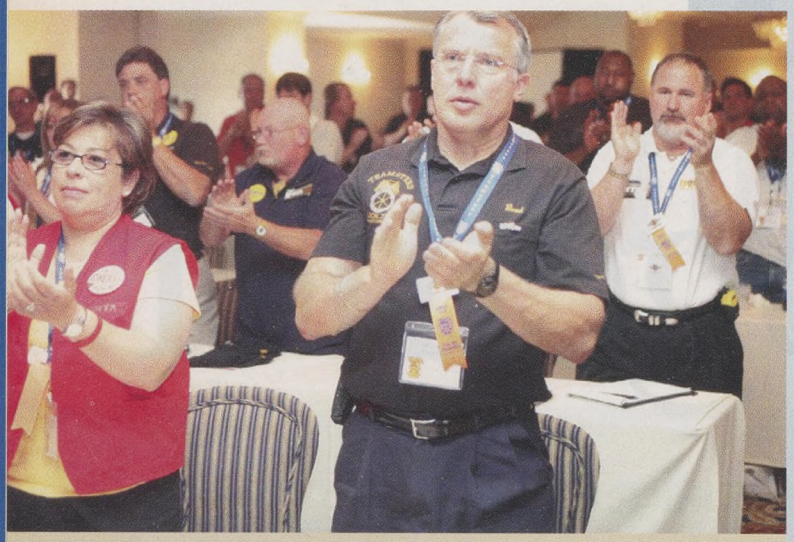


"Teamsters from every corner of the United States, Canada and Puerto Rico have gathered here with one purpose: to move this union forward," said Jim Hoffa, Teamsters General President. "Together, we can make the changes necessary for our great union to adapt to changing times and shifting political climates."

According to the Teamster Constitution, the International Convention is the supreme policy-making body of the union, with the power and authority to modify the Constitution, establish programs, address fiscal issues and set priorities. Delegates also had the important task of nominating candidates for the International offices of General President, General Secretary-Treasurer, Vice Presidents and Trustees.

In the weeks leading up to the 27th International Convention, officers and staff of the Teamsters Union were hard at work making preparations for a successful event.

Members of Local 631 in Las Vegas assisted throughout the effort by setting up in the enormous Paris and Bally's Hotel complex. Workers laid the infrastructure in the convention site ballroom, the exhibit hall and many other areas. > > >



Teamsters Attend Organizing Conference

Dominating Industries is Mission of "Mighty Army"

Approximately 500 Teamster organizers from across North America kicked off the opening of the third annual Teamsters Organizing Conference on June 24. The two-day event was titled "Organizing to Dominate Industries" and occurred in conjunction with the 27th International Convention.



"We've set our vision to organize entire industries," said Jeff Farmer, Teamsters Director of Organizing, in his address to the conference. "Just as we're doing with UPS workers, we're focusing on organizing entire industries. Together, we're thinking smart and organizing intelligently by utilizing all resources at our disposal in this effort."

The conference featured sessions that addressed numerous issues vital to successful organizing: organizing on the ground; working with global partners to dominate industries; utilizing strategic research and targeting campaigns to organize particular workers; effective campaign communications; using politics to organize; and using bargaining and other economic strategies to organize.

Exhibit Hall

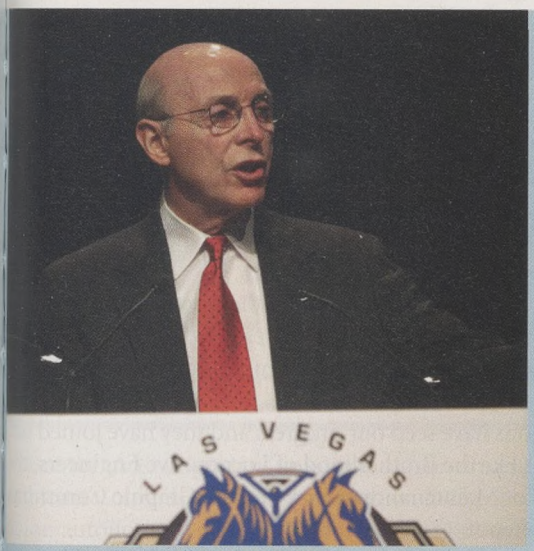
Divisions and Conferences Showcased at Convention

The 30 booths inside the International Convention Exhibit Hall showcased each Trade Division and Conference, and included booths for various Departments within the Teamsters Union as well. Once inside, Convention attendees were able to take advantage of different industry-specific giveaways.

At the Dairy Division booth, visitors could snack on free ice cream. The Bakery Division booth gave out nutrition bars, Twinkies and cookies. The Teamsters Canada booth featured products made in each Canadian province and the Retiree Affairs Department gave away Teamster history books.

The Teamster Store was also open for business in the Exhibit Hall where Convention-goers could pick up T-shirts, pins and countless other items. Every purchase made at the Teamster Store benefited the James R. Hoffa Memorial Scholarship Fund.





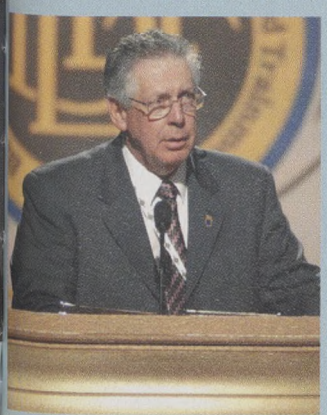
Working Together

Rail and GCC Conventions

Three Teamster-affiliated unions also had their Conventions in Las Vegas in the days before the Teamster Convention. The Graphic Communications Conference of the International Brotherhood of Teamsters (GCC), the Brotherhood of Maintenance of Way Employes (BMWED) and the Brotherhood of Locomotive Engineers and Trainmen (BLET) all met for their first Conventions since merging with the Teamsters Union.

At the rail union Conventions, the respective national Presidents and national Secretary-Treasurers were re-elected to four-year terms. Fred Simpson, National President of the BMWED, won by a large margin over his opponent. BMWED delegates voted, via weighted ballots, 19,198-to-9,840 in favor of Simpson.

Don Hahs, National President of the BLET, was also re-elected by a vote of 290-to-206. Peter Geller, Secretary-Treasurer of the BMWED, and Bill Walpert, Secretary-Treasurer of the BLET, both ran unopposed for office.



The GCC's Convention did not take up nominations because it is done at another time. They did, however, take up other issues. Bob Lacey was named permanent Secretary-Treasurer and Vice President until the term is over in 2008. Joe O'Conner was also made a permanent Vice President.

Committee Meetings

Convention Committees Plan Union's Future

In the days leading up to the first day's session, Convention Committees were hard at work laying the foundation for a productive and successful convention. Among those meeting were:

■ The Appeals and Grievance Committee, co-chaired by Susan Mauren, Secretary-Treasurer of Local 320 in Minneapolis and Stuart Mundy, Secretary-Treasurer of Local 251 in East Providence, Rhode Island, giving members and locals a final recourse after receiving a General Executive Board hearing;



■ The Constitution Committee, co-chaired by Jim Hoffa, Teamsters General President, and Tom Keegel, General Secretary-Treasurer, considering proposed amendments to the International Constitution;

■ The Diversity Committee, co-chaired by Antonio Christian, Recording Secretary of Local 853 in San Leandro, California, and Mary Lou Salmeron, President of Local 986 in South El Monte, California;

■ The Political and Legislative Committee, co-chaired by Roger Insprucker, President of Local 114 in Cincinnati, and Fred Potter, President of Local 469 in Hazlet, New Jersey; and

■ The Resolutions Committee, co-chaired by Frank Biekx, President of Local 880 in Windsor, Ontario, and Ernie Soehl, President of Local 701 in North Brunswick, New Jersey.

■ The Organizing Committee, co-chaired by Michael Hogan, Joint Council 10, and Chuck Mack, International Vice President.



DAY 1

Monday 6/26/2006

Hoffa Delivers Five-Year Report

The following are excerpted portions of General President James P. Hoffa's Keynote Address to the 27th International Convention.

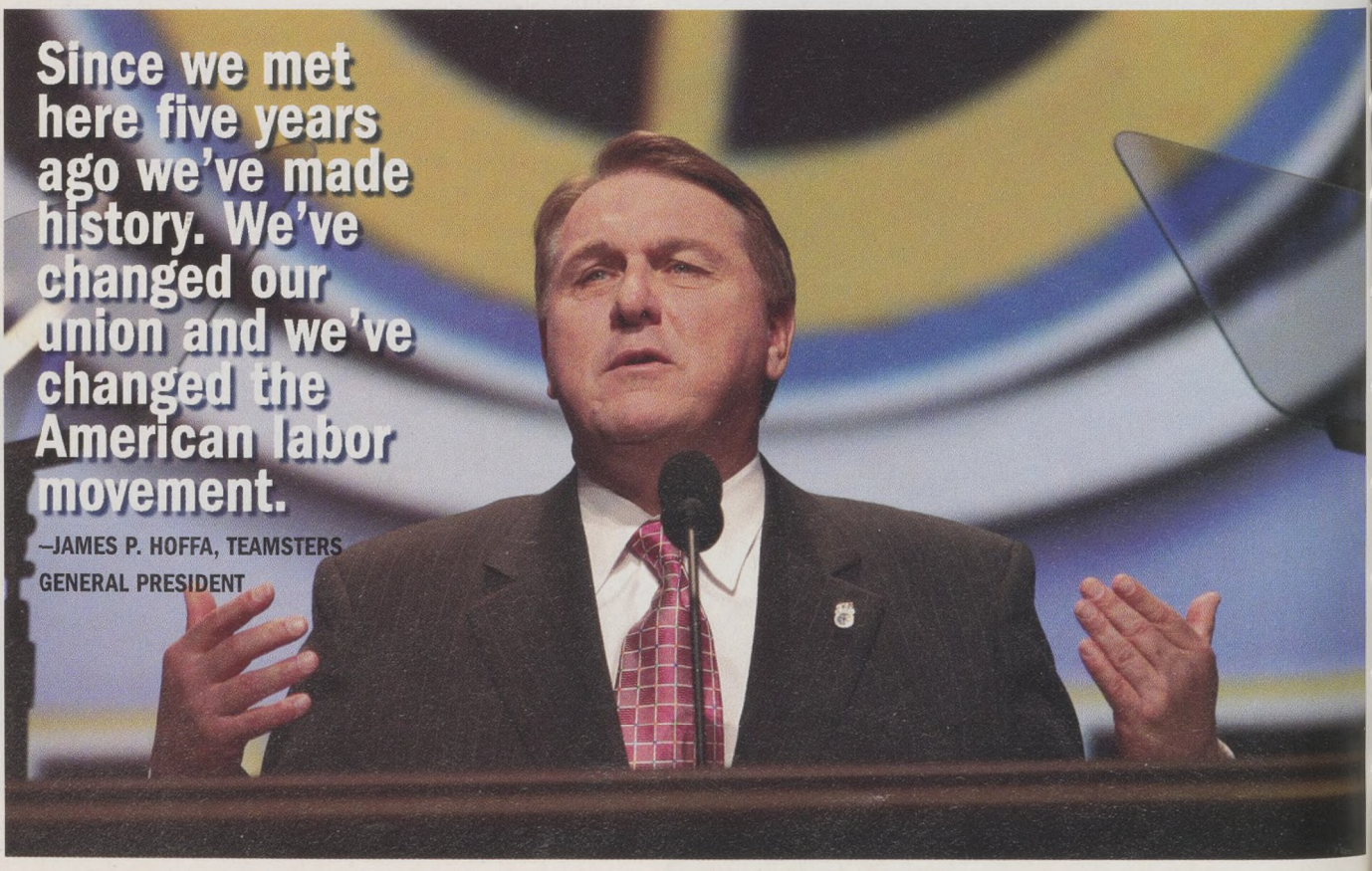
Welcome to the 27th International Teamsters Convention. It is an honor to address you as your General President.

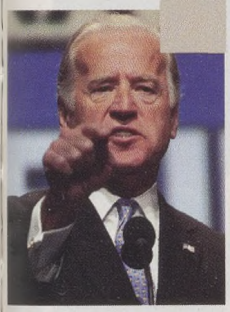
Since we met here five years ago we've made history. We've changed our union and we've changed the American labor movement.

Today, we are united, strong and on the move. Today we have a strong strike fund. Today, we have the resources to run large-scale organizing campaigns against global employers. Today we have $100 million in the bank.

Other unions have seen our progress and they have joined us. Proud unions like the Brotherhood of Locomotive Engineers, the Brotherhood of Maintenance of Way and the Graphic Communications Conference.

Today, we are poised to grow as never before. Our goal is wall-to-wall representation of transport workers from the ports to the rails to the roads to the air. We must organize the entire supply chain. Our new brothers and sisters in the Rail Division represent a link in that chain. Port drivers are a link in that chain. Airline pilots and ground workers are a link in that chain. Our members in Freight, UPS and DHL are links in the chain.





"You, organized labor—not business—built the middle class in this country. That's a fact."

—SEN. JOE BIDEN (D-DELAWARE)

But the most important links in the chain are our local unions and Joint Councils. Our union is built on the bedrock of local union autonomy. Our Constitution spells it out and our foundation is based on it. That's where we get our strength.

Today, we have formed a new partnership between the International, the Joint Councils and the local unions. We are coordinating on every level of the union to take on regional, national and global employers. As more locals and Joint Councils grow, our organizing strength grows too.

We are building power in our core industries. Small package and freight—UPS, DHL and FedEx. And we are organizing the solid waste industry. We are running strategic campaigns to win neutrality and card-check recognition. But the biggest asset we have when it comes to organizing is that we are Teamsters!

That's why 1,200 Nashville cops joined the Teamsters. That's why 3,200 customer service reps at America West joined the Teamsters. That's why 1,000 Highline school workers in Washington State joined the Teamsters. That's why DHL, First Student and BFI workers joined the Teamsters. They've joined the Teamsters because we give them hope.

We cannot change the course of America if we don't grow. We must grow if we are going to make health care a right and not a privilege. We must grow if we are going to make retirement security a right and not a privilege. We must grow if we are going to close the gap between the rich and the rest of us.

Our course is clear. Our finances are strong. Our membership is growing. Our union is fighting for all workers. But we must do more. We must build on this record of success.

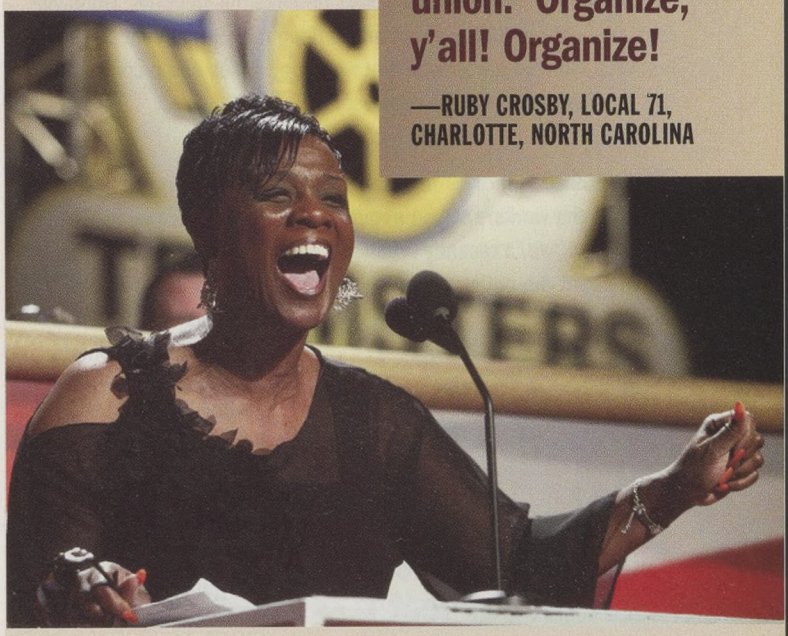
We must set our sights on a bigger and stronger Teamsters Union. We must grow to 2 million, 3 million, 4 million members to achieve more for working families.

The theme of this convention is "Moving Forward Together." That's how we are going to succeed—together as one. It's the only way we are going to grow—together as one. Your union needs you and we need each other.

We have a lot of work to do! Let's have a great convention! God bless America and God bless the Teamsters!

I say, 'Ask not what your union can do for you, but what you can do for your union.' Organize, y'all! Organize!

—RUBY CROSBY, LOCAL 71, CHARLOTTE, NORTH CAROLINA



New Members Address Convention

Rank-and-File Teamsters Take Center Stage

Some of the newest members of the Teamster family attended the Convention and, on the first day, a group of them addressed their new union brothers and sisters.

"As of this month, 3,400 workers I work with have a contract with US Airways thanks to the Teamsters," said Deb Morrow, from Local 986 in Los Angeles. Morrow and her coworkers at America West Airlines joined the Teamsters Union in 2004 in what has been called the largest private-sector organizing victory in the last 10 years. "Teamsters, we couldn't have done it without you. Thank you."

New members from all over North America and vastly different industries talked about the struggles they faced, why they joined the union and how the Teamsters have changed their workplaces for the better.

Ed Goodwin, a TNT Logistics worker and member of Local 135 in Indianapolis, told the audience that he and his coworkers stuck together and the union stood by them throughout the organizing process. > > > > >

DAY 1

Monday 6/26/2006

New Members *continued*

"We worked hard with Local 135 to make this happen," Goodwin said. "We got our first contract and ratified it by 96 percent on the first vote. Now we have respect at work, pay raises and a contract that any Teamster member deserves."

Other Issues

Not all of the workers talked about the issues they face at work. Dr. Dennis Nave, a recently organized doctor in upstate New York, talked about the nation's growing health care crisis and how the Teamsters can help with it. He and his coworkers joined Local 1149 in Baldwinsville, New York this year.

"When I wear my Teamster T-shirt and necklace at work, management picks their words carefully. I get the respect I deserve now."

—ANNIE CAMPBELL, LOCAL 391 GREENSBORO, NORTH CAROLINA



Rick Katai, a pilot for Flight Options out of Local 1108 in Columbus, Ohio, joined the union in March with nearly 800 of his coworkers. "I'm looking forward to negotiating a first contract because I know we have the best people negotiating for us: the Teamsters."

"When I wear my Teamster T-shirt and necklace at work, management picks their words carefully. I get the respect I deserve now," said Annie Campbell, a newly-organized school worker from Local 391 in Greensboro, North Carolina. Tiffany Bock and John Buff, Highline School District workers from Local 763 in Seattle, joined her onstage.

Ruby Crosby, a Charlotte Area Transit System worker and member of Local 391, brought the crowd to its feet with her echo of John F. Kennedy's popular slogan when she said, "Ask not what your union can do for you, but what you can do for your union."



Now that we have a decent contract, people hold their heads up. You know, we're understanding a lot about unity. Unity is important.

—JOE SAMPSON, COACH USA, LOCAL 631, LAS VEGAS





Constitutional Changes

Union Adopts Progressive Changes to Constitution

On the Convention's first day, delegates adopted exceptionally progressive language to the union's Constitution while debating and voting on several proposed amendments.

Language was added to Article 2 that prohibits membership discrimination on the basis of sexual orientation. This was added to language that prohibits membership discrimination on the basis of race, color, religion, sex, age, physical ability or national origin. The changes make the Constitution of the Teamsters Union among the most progressive in the American labor movement.

Also added to Article 2 is a new component, Section 3, which states: "The International Union is proud of its history of unifying a diverse group of working men and women from different cultures and ethnic backgrounds in order to advance their economic, social, and political interests. We are committed to the development of an organization which values and encourages the participation of women, individuals of various sexual orientations and members of racial, cultural, and ethnic groups in the policymaking and leadership roles at all levels of the International Union and its affiliated bodies."

To further the union's commitment to a diverse membership, the Teamsters Union is pursuing educational programs that emphasize the importance of diversity at every level of the union.

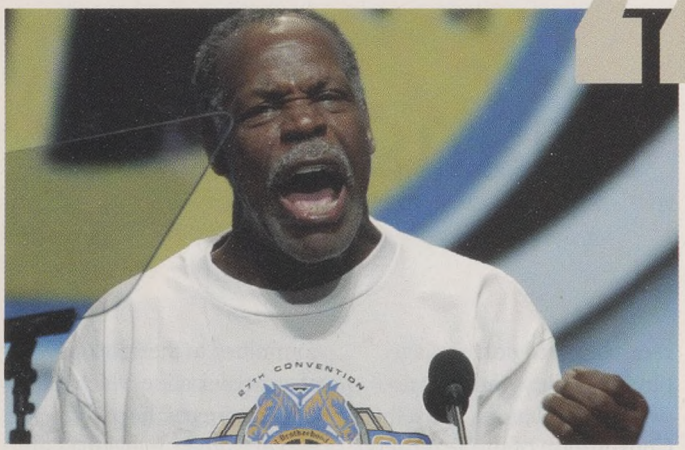






DAY 1

Monday 6/26/2006

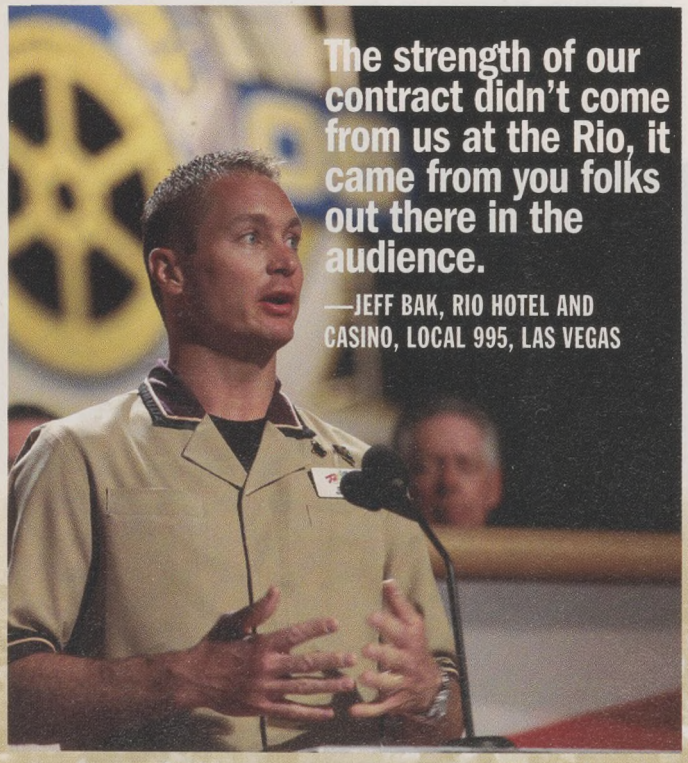


"I'm proud to be here because I know my union brothers and sisters are intent on making a better country and a better world for all of us."

—DANNY GLOVER

We've started building our union, especially over the past year as more and more of the drivers joined. We are now getting things done.

ANNIE CAMPBELL, SCHOOL BUS DRIVER, LOCAL 391, GREENSBORO, NORTH CAROLINA



The strength of our contract didn't come from us at the Rio, it came from you folks out there in the audience.

—JEFF BAK, RIO HOTEL AND CASINO, LOCAL 995, LAS VEGAS

Our officers now realize that if we're all together, we're going to gain the power and the influence that we need.

CALVIN HULLET, NASHVILLE POLICE OFFICER, LOCAL 327



46 million of our fellow Americans lack health insurance. The pursuit of corporate profit and personal fortune have no place in care giving.

DR. DENNIS NAVE, LOCAL 1149, SYRACUSE, NEW YORK



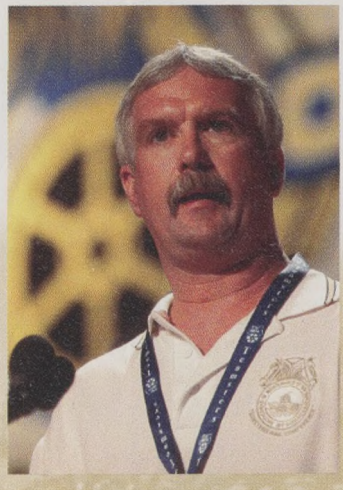


I'm here today so that I can take every bit of enthusiasm that I've soaked up here back to my coworkers to let them know that the Teamsters and the GCC are behind us 100 percent.

PHILICIA MOORE, QUEBECOR, GCC, OLIVE BRANCH, MISSISSIPPI

Better wages, better benefits and a real grievance procedure...This is what the power of unity achieves, and I'm proud to be a Teamster member.

RICK KEARNEY, NORTRAK, BMWED, CHEYENNE, WYOMING



Resolutions

Resolutions approved by delegates on Monday included:

- Organizing at Quebecor World
- Growth and Strategic Organizing
- Comprehensive Campaigns and the Teamster Model

Go to www.teamster.org for the complete list of resolutions published in their entirety.



Diamond Walnut Workers Say "Thank You"

Workers from Diamond Walnut in Stockton, California thanked members for their support during their 14-year strike.

"I want to tell all of my brothers and sisters, in the name of the strikers and in the name of the Diamond Walnut workers, because of your support, our strike is over," said Maria Vallegos, a Diamond Walnut worker from Local 601 in Stockton. "And now it feels so good going back to work because we've got the union back. Thank you and God bless you."

"This is a victory for all of us," said Lucio Reyes, Secretary-Treasurer of Local 601.

DAY 1

Monday 6/26/2006

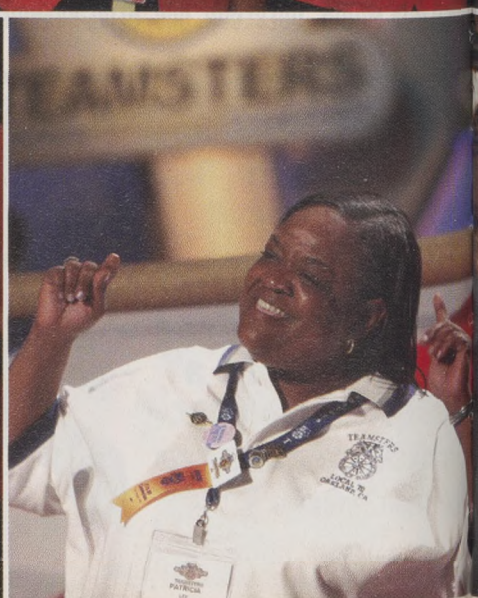


The Teamsters have secured a future for my profession and assured that from this point on, we will be treated with the dignity, equality and respect that a Teamster deserves.

GARY ZUCKERBROD, CASTING DIRECTOR, LOCAL 399, HOLLYWOOD

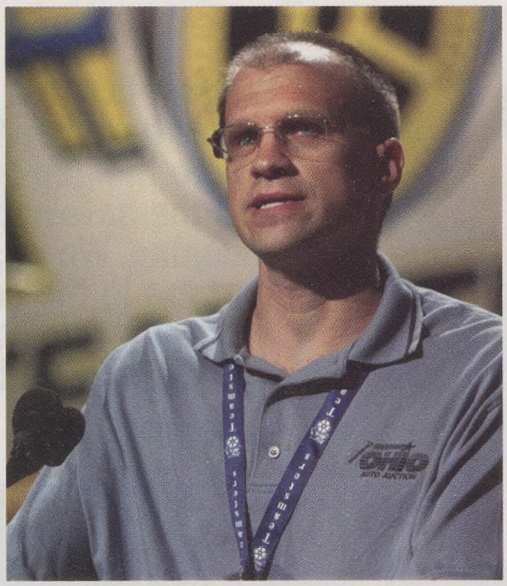


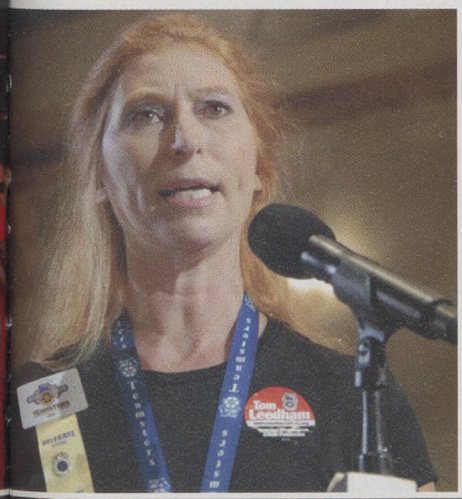




I am one of over 1,000 workers who have signed on to an overtime lawsuit, and with the help of the Teamsters, we will win the fight to regain the pay for the many hours that we have not been compensated for.

EDWARD ROLKO, CINTAS

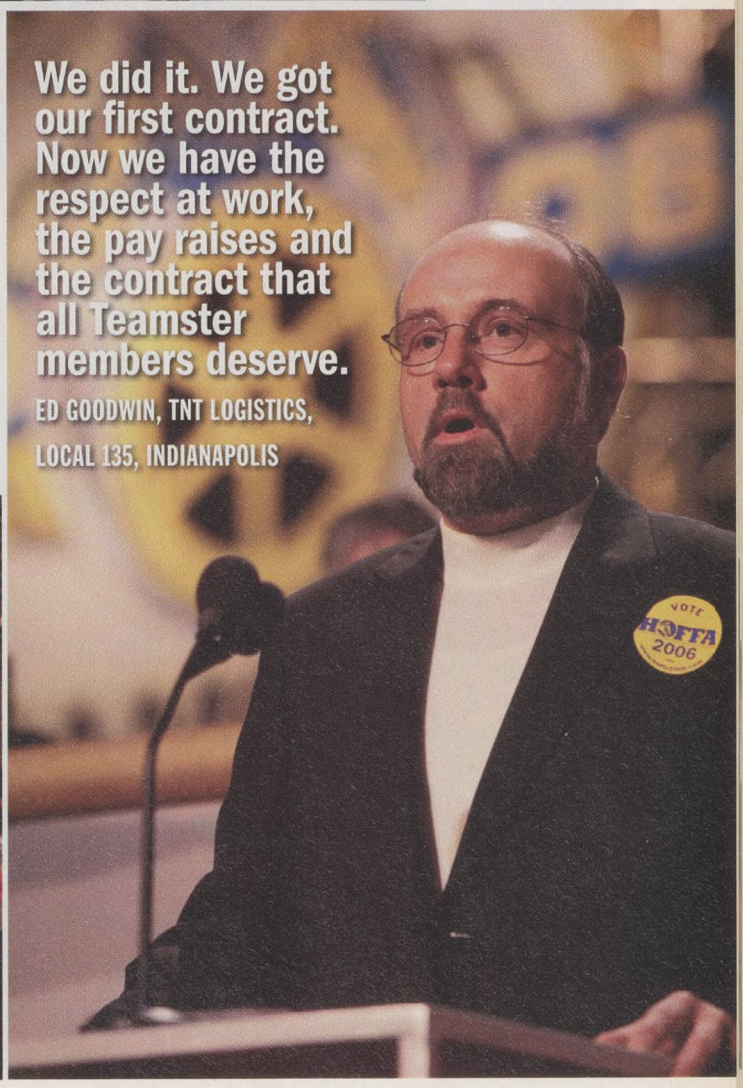






We did it. We got our first contract. Now we have the respect at work, the pay raises and the contract that all Teamster members deserve.

ED GOODWIN, TNT LOGISTICS, LOCAL 135, INDIANAPOLIS



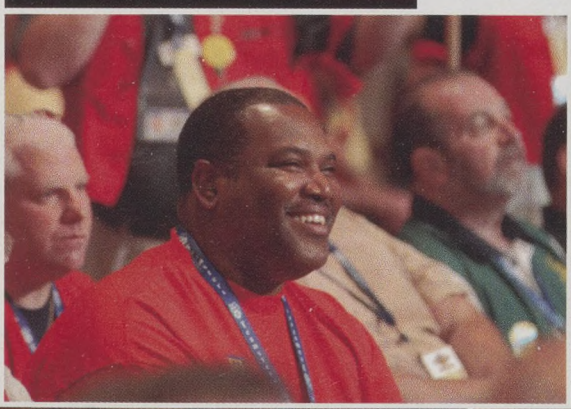
DAY 2

Tuesday 6/27/2006

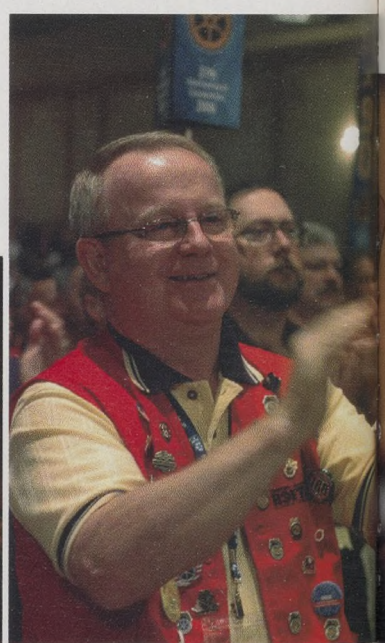


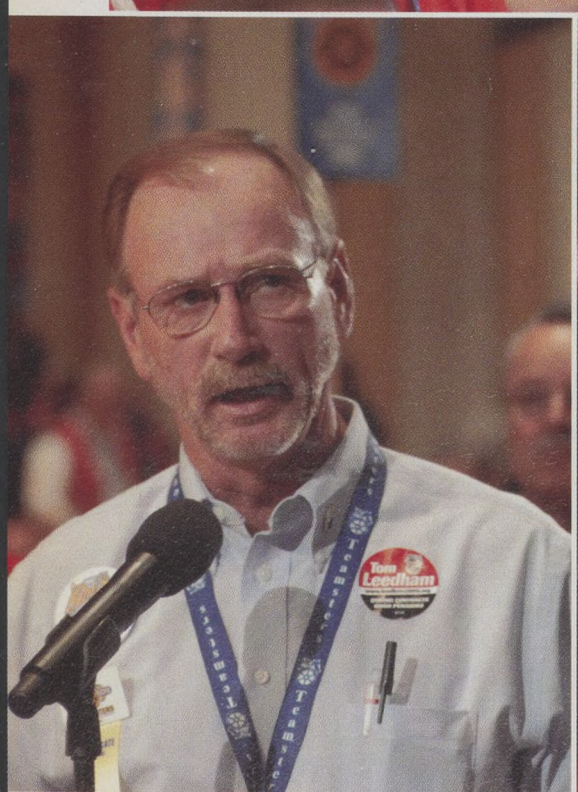
We now live in a time where wages have been stagnating. Where the gap between the haves and the have-nots have been widening. We've got to do things that are in the common interest and not in the corporate interest and the special interest.

– AL FRANKEN



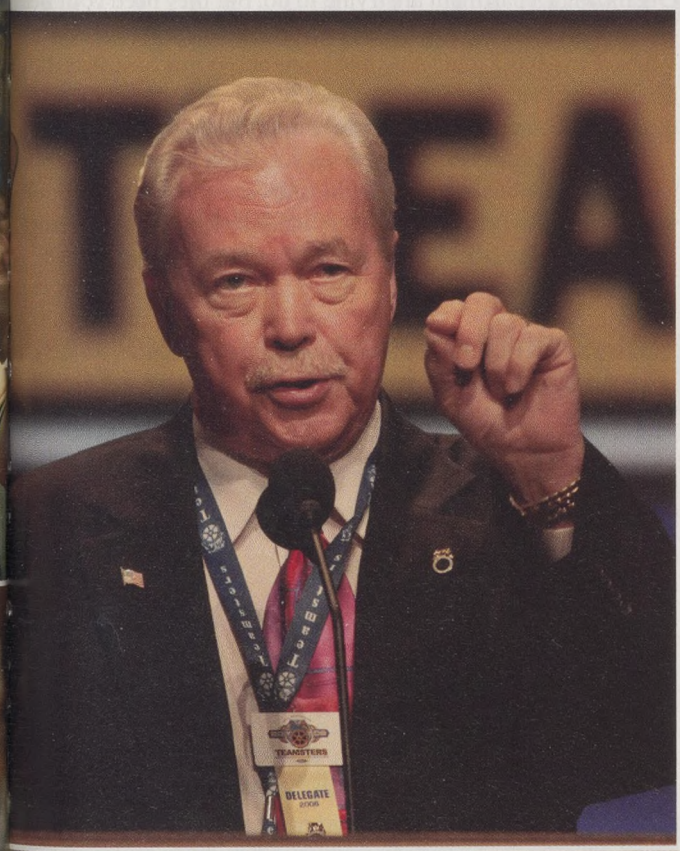








Back in the Black



"As General Secretary-Treasurer, it's my responsibility to make sure our Teamster family is prepared for the future. I take that responsibility seriously. Well, I'm proud to report that our financial condition today is better than it's been in a long, long time."

Keegel Details Union's Strong Financial Situation

The following are excerpted portions of General Secretary-Treasurer C. Thomas Keegel's address to the 27th International Convention.

Anyone who has been in a union knows that a union is like a family. We're brothers and sisters. We may have our disagreements. Brothers and sisters don't always see eye to eye. But if somebody outside the family threatens one of us, we stick together. We fight back as one. When you take on one Teamster, you're going to have to fight us all. Am I right?

As General Secretary-Treasurer, it's my responsibility to make sure our Teamster family is prepared for the future. I take that responsibility seriously. Well, I'm proud to report that our financial condition today is better than it's been in a long, long time.

In 2003, we ran our first budget surplus in more than a decade. We put an end to the financial irresponsibility and uncontrolled spending. We've cleaned up our house and instituted a financial control system that is the most efficient in the entire labor movement. We reformed internal procedures. We established sweeping financial reforms. We developed programs to extend these reforms to our locals, Joint Councils, divisions and trade conferences. We balanced the budget. We overhauled the TITAN system. These reforms helped restore our power and pride. We got back on a solid footing. But it was just the beginning.

There was more work left to be done. If you truly care about your family, you don't just fix things that are broken. You think about the future. You put money away for a rainy day. You make sure your family can weather the unexpected, the tough times.

When we last met here in 2001, members were getting only $55 a week in strike benefits. But with your vision, we changed all that. We convened a special convention. We made the changes that had to be made.

I'm pleased to report that today we have a strong Strike Fund. At the end of last year, $62 million had been allocated to the Strike Fund and $22.7 million had been dispersed. That money

DAY 2

Tuesday 6/27/2006



was used to support our brothers and sisters on strike at Sikorsky; in New Jersey, to strike back at Waste Management; and our Southern California grocery drivers who honored the UFCW picket lines.

You should never be in a position where you can't help another member of your family. You need a safety net for the tough times. When brothers and sisters are out of work, when they're forced out on strike, when they're locked out, when they're fighting for good wages, for health care, for pensions, you have to be able to put your money where your mouth is.

I am pleased to report today that as of December 31, 2005, the International Brotherhood of Teamsters audited financial statements reported net assets of $95.2 million.

We knew we had to turn around the financial operations of this union. We did just that and our family is stronger because of it. We are stronger because as our financial strength grows, our collective bargaining power grows, our organizing power grows and our political power grows.

We're building a union that is truly an International Union—a union that handles goods from ship to shore, in the air, over the road and on the rails. The BLET, BMWE and GCIU, these unions are family now. They are Teamsters. Make no mistake, these new brothers and sisters make us all stronger. They give us added strength to demand justice from the bosses, strength that forces the bosses to pay fair wages, to provide good pensions, strength that helps us to get what's ours.

We need that strength to organize the unorganized. That has to be our top priority as a union. Jim Hoffa and I know we have to grow this union. We have to expand the Teamster family. That's why we have made the union's resources available to organize core industries on a national level—to organize DHL, to organize Quebecor, to organize the waste companies, school buses, law enforcement and to organize UPS Freight.

We need to grow this union. That's what Jeff Farmer and our Organizing Department are trying to do. But they need your help. We have to work together. Every member must be an organizer. We have to get out and let people know about our contracts. Let them know that a Teamster contract is the best contract in all of organized labor, because that's the truth.

Brothers and sisters, I have to tell you, I like what I see. I like where our union is going. I like the unity I see. I like the direction we're moving in. This is the Teamster family I grew up believing in. I can see it and feel it once again. That family feeling is back.

"You should never be in a position where you can't help another member of your family. You need a safety net for the tough times. When brothers and sisters are out of work, when they're forced out on strike, when they're locked out, when they're fighting for good wages, for health care, for pensions, you have to be able to put your money where your mouth is."



Teamsters Win Card Check at UPS Freight

Victory Boosts Organizing Campaign at Former Overnite

On June 27, Teamsters General President Jim Hoffa announced that the union has won a card-check/neutrality agreement for one facility at UPS Freight, creating a thunderous ovation at the 27th International Convention.

Hoffa joined Parcel and Small Package Division Director Ken Hall and Freight Division Director Tyson Johnson at the main podium in making the announcement.

"We have been working hard on winning UPS Freight workers a strong voice on the job," Hoffa said. "Our ongoing member mobilization and education drive at UPS Freight helped accelerate this historic victory.



UPS Freight workers all over the country are telling UPS and freight members that they want to be Teamsters. Our members in the Parcel and Small Package Division and the Freight Division deserve much of the credit."

"UPS knew that the entire leadership of the union was meeting this week in Las Vegas," Hall said. "They knew that we would either ramp up our campaign or they could come up with an agreement such as this that the union has been seeking."

Former Overnite

"For more than a half century, workers at Overnite have been trying to form a union," Johnson said. "We have the upper hand now."

The agreement bore fruit on August 10, when Local 135 submitted a majority of cards for the Indianapolis terminal marking the first organizing victory at UPS Freight. Hoffa has pledged to negotiate a strong contract in Indianapolis and then build on the victory to organize the entire company.

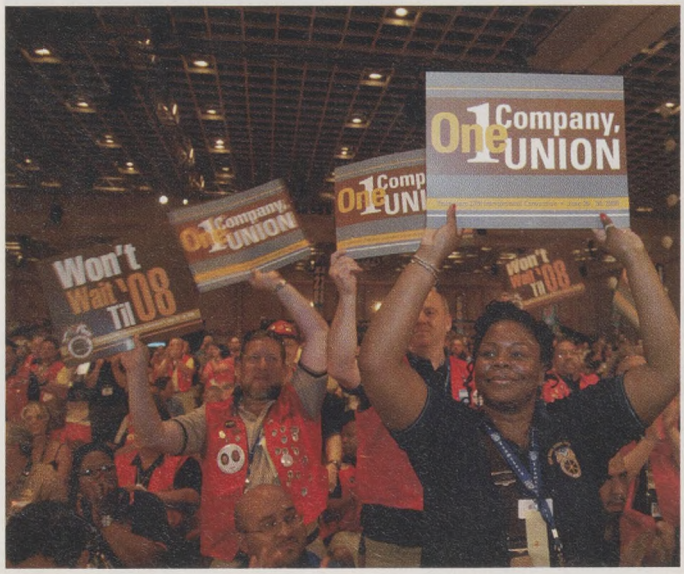
UPS bought Overnite last year for $1.25 billion and has since renamed it UPS Freight. The company has nearly 15,000 employees.

The workers' struggle at Overnite peaked from 1999 until 2002, when UPS members at Overnite led an unfair labor practices strike against the company. Overnite was the nation's number one labor law violator during its long anti-worker, anti-union campaign.

Next Steps

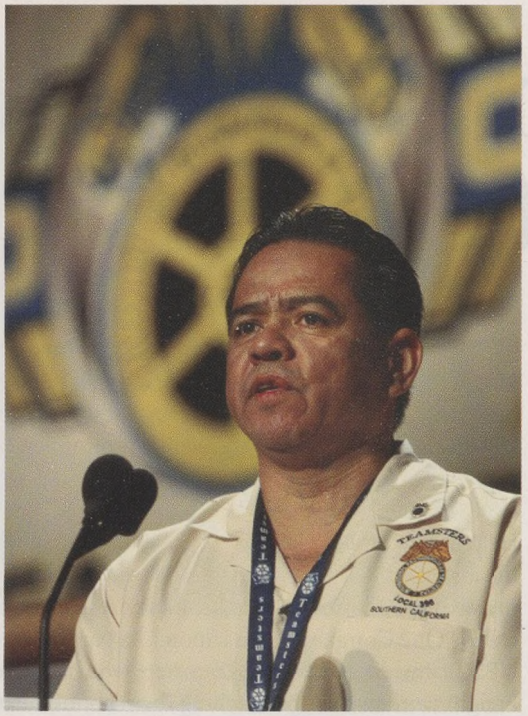
Hall said the union will coordinate with local unions to discuss the next steps in the campaign. The next steps will build on a member mobilization and education drive already under way called "One Company, One Union." As part of the campaign, UPS Teamsters and freight Teamsters who cross paths with UPS Freight workers have been telling them about the benefits of being Teamsters.

Meanwhile, in an earlier announcement, Hoffa and Hall revealed that UPS agreed to the Teamsters' demand to early negotiations for the 2008 National Master United Parcel Service Agreement. UPS Teamsters sought early negotiations to ensure protection of their retirement and health care benefits. The current contract expires on August 1, 2008, and the union wants negotiations to begin as soon as possible.



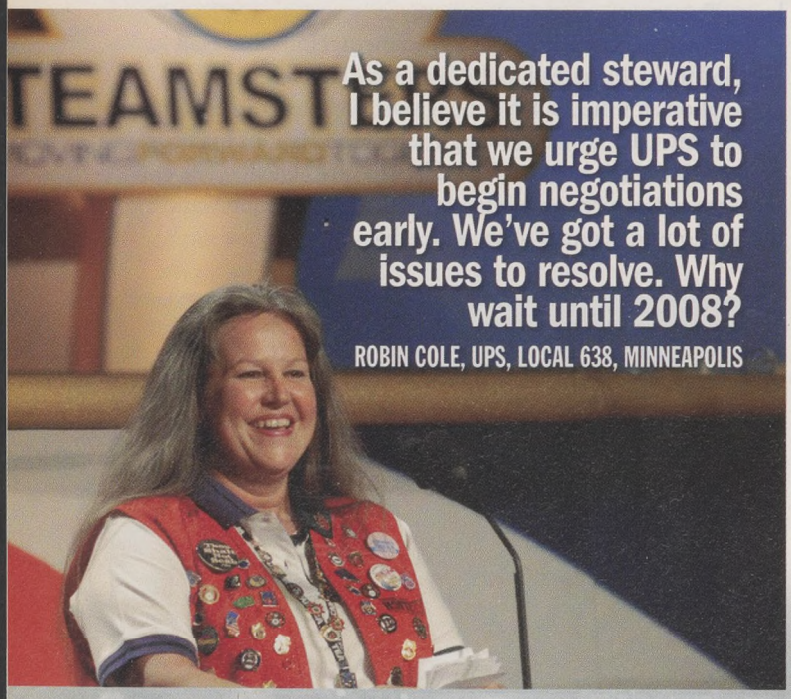
DAY 2

Tuesday 6/27/2006



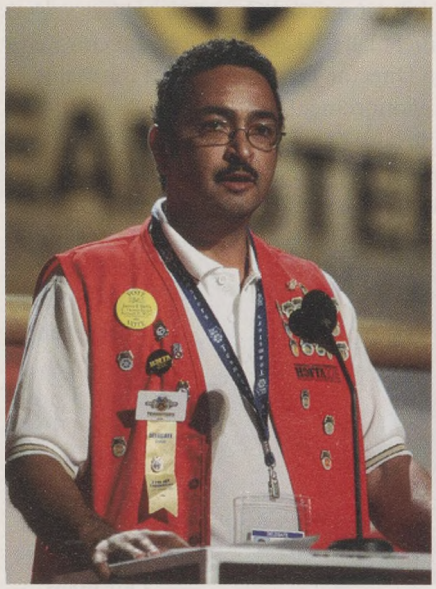
We cannot let big business and politicians derail what we have worked so hard to achieve.

FRANK VALLE, UPS, LOCAL 396, COVINA, CALIFORNIA



As a dedicated steward, I believe it is imperative that we urge UPS to begin negotiations early. We've got a lot of issues to resolve. Why wait until 2008?

ROBIN COLE, UPS, LOCAL 638, MINNEAPOLIS

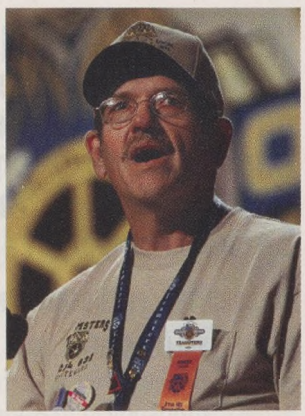


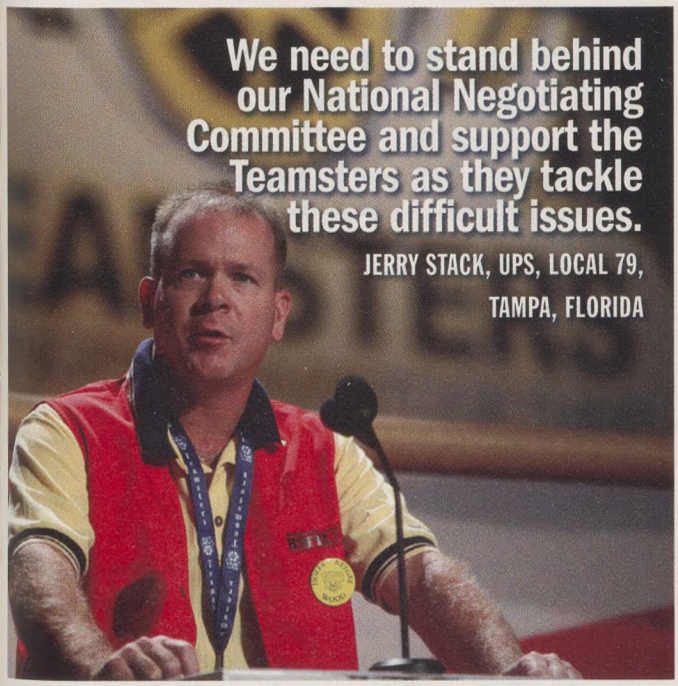
The Teamsters Union has done a great job enforcing the National Contract. For the last two years we have been able to get things done.

AL JONES, UPS, LOCAL 391, GREENSBORO, NORTH CAROLINA

We're going to prevail because we're Teamsters and we're together. We're a family and we're going to win.

GENE BELL, NEVADA REDI-MIX, LOCAL 631, LAS VEGAS





We need to stand behind our National Negotiating Committee and support the Teamsters as they tackle these difficult issues.

JERRY STACK, UPS, LOCAL 79, TAMPA, FLORIDA



I'm living proof that when Teamsters stand together, we can beat anybody.

JOHN GLORIOSO, WASTE WORKER, LOCAL 731, BURR RIDGE, ILLINOIS

Resolutions

Resolutions approved by delegates on Tuesday included:

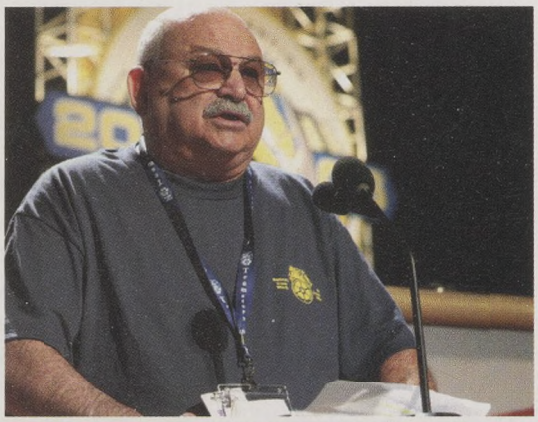
- Change to Win
- Early Negotiations at UPS: Now, therefore, be it resolved that the International Brotherhood of Teamsters will educate, mobilize, and unite all Teamsters on one of the most important issues facing American workers today, and take the steps to enter into early negotiations with UPS to lead the fight for secure health care and pensions.

Go to www.teamster.org for the complete list of resolutions published in their entirety.

We asked for help and we received it. We had locals coming from everywhere giving us support, doing the things that we needed to get done. And it was all because of that strike fund.

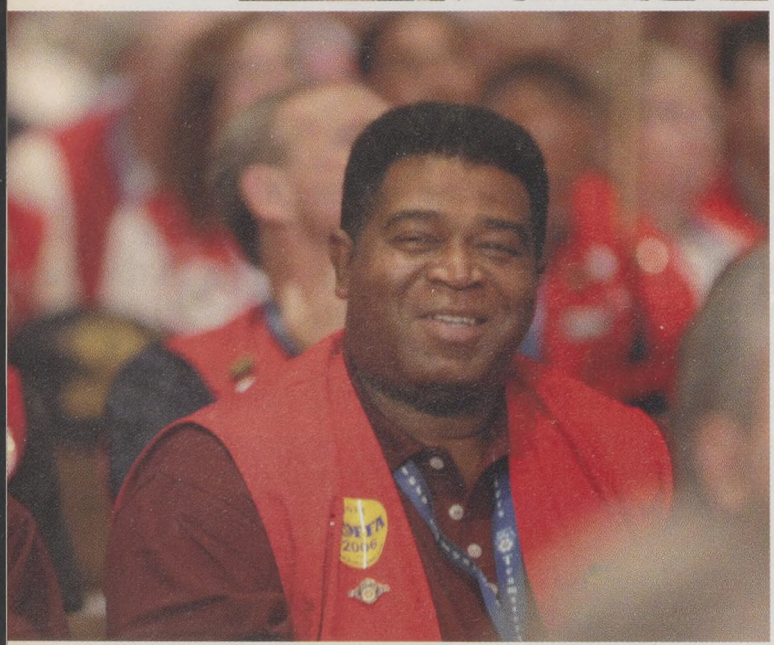
EFRAN HURTADO, COCA-COLA, LOCAL 848, COVINA, CALIFORNIA





What I have now is strictly from being a Teamster all these years...I look upon all of you here and say to you that I hope I live long enough to see all of you get the kind of financial and medical background that I am enjoying right now.

JOE ROBINSON, PRESIDENT, JOINT RETIREE CHAPTER FOR LOCALS 295 AND 851, VALLEY STREAM, NEW YORK



The Fight For Pensions

Teamsters Continue Battle for Pension and Retirement Security

On June 28, delegates at the 27th International Convention resolved to keep fighting in Congress and at the bargaining table to protect Teamsters' retirement security amid the pension crisis in the United States.

"CEOs and senators shouldn't be the only people left with defined benefit pensions," said C. Thomas Keegel, Teamsters General Secretary-Treasurer. "We're not going to give them back to anybody, no way."

The Teamsters Union will continue to oppose any legislation that jeopardizes the retirement security of its members, including bills in Congress that would allow multi-employer plans to cut vested benefits earned by workers, including those who have been retired for less than a year.

Pension plans across the board are facing a combination of critical funding challenges, including unprecedented stock market declines in 2000, 2001 and 2002; record-low interest rates during that time; and an increasing number of workers who are retiring earlier and living longer. Just 21 percent of workers today enjoy the retirement security of a defined benefit pension, down from 41 percent in 1978.



"If you have a strike, I want to be on your picket line. If you're organizing, I want to organize with you. This isn't just your struggle, it's my struggle."

— JOHN EDWARDS

Breakthrough At USF Bestway

Teamsters Secure Tentative Agreement

The Teamsters Union reached a tentative agreement on a USF Bestway freight contract after months of negotiations. The tentative agreement boosts wages immediately and includes a card-check/neutrality clause that will make it easier to organize 1,600 new members.

The Bestway announcement was made on June 28 at the 27th International Convention by Ken Bryant, Southern Region Freight Coordinator and President of Local 745 in Dallas.

Freight Director Tyson Johnson also gave an overview of the upcoming National Master Freight Agreement (NMFA) negotiations. The current NMFA expires March 31, 2008. And Assistant Freight Director Gordon Sweeton updated members about the USF Reddaway contract that was ratified last July.

Bestway Pact

"The tentative agreement with USF Bestway raises the wage level to $20.57 per hour, an immediate increase of $1.57 an hour," Bryant said. "It also moves workers from the company insurance plan to the Central States insurance plan, which will not cost the employee any money and will provide comparable or better coverage."

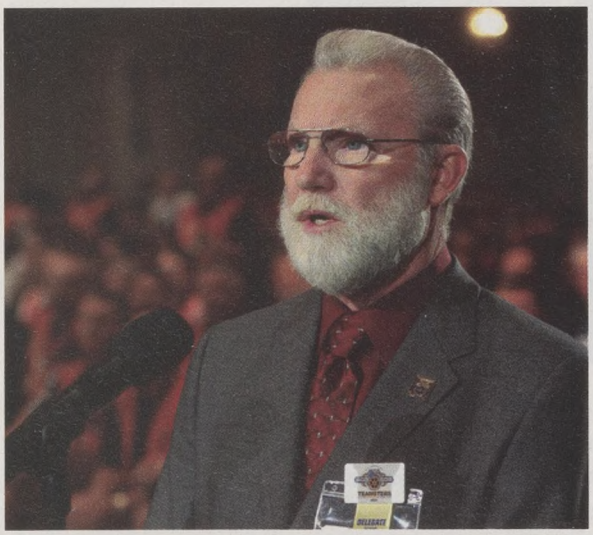
The Bestway tentative agreement contains a card-check/neutrality clause that has already enabled the union to organize 300 new members with the potential for at least 1,600 additional members.

The tentative agreement also contains base language for a "go-forward" contract that will enable the union to organize Western and Central Region members and members in the East if Bestway ever expands there.

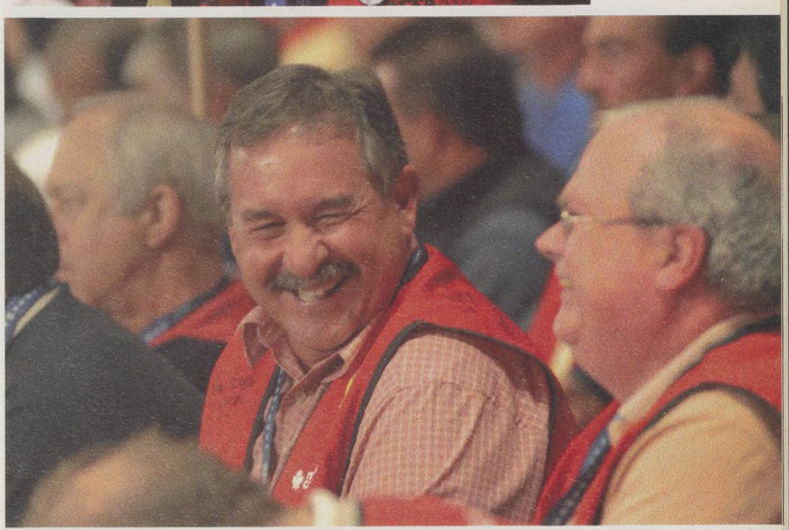
Johnson said the Teamsters will do whatever it takes to negotiate the strongest NMFA.

"We'll begin putting together contract proposals and we'll be taking other steps to make sure we are in a solid position to renegotiate a strong NMFA that will protect our members' wages and benefits," Johnson said.

Delegates also unanimously adopted resolutions that support the upcoming NMFA negotiations, and in support of ensuring U.S., Mexican and Canadian officials maintain the highest level of cross-border trucking safety standards.







DAY 3

Wednesday 6/28/2006



Teamsters Salute Soldiers

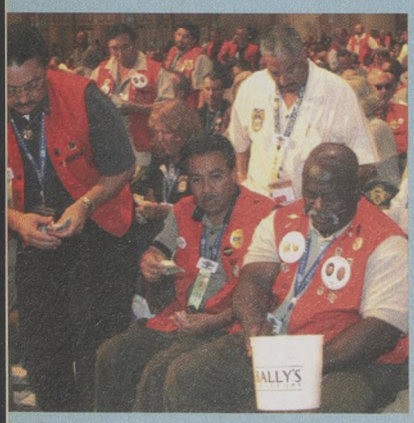
Organizer who Served in Iraq Pays Tribute

Paul Engel Jr., an organizer with Local 294 in Albany, New York paid tribute to the Teamsters serving in the military in Iraq, Afghanistan and elsewhere. He has a unique insight into Teamsters serving overseas because he was recently stationed in Tikrit, Iraq.

"I've had a lot of difficult jobs in my life, but that was the toughest job I've ever had," Engel said.

In Iraq, Engel was a Blackhawk helicopter pilot. In his address, Engel thanked the Sikorsky Teamsters of Local 1150 in Stratford, Connecticut for manufacturing the helicopters, as well as the M-Cubed Teamsters of Local 326 in New Castle, Delaware for manufacturing the bulletproof vests soldiers wear. He also thanked the Teamsters he met while serving, and said one of the bright spots about coming home was job security.

"Thanks to the Teamsters, I knew certain things would be waiting for me when I got back—like my job, my seniority and my Teamster contract," Engel said. "I'd like everyone to not only keep Teamster soldiers in your thoughts and prayers, but everyone serving deserves the same treatment."



A Helping Hand

Convention attendees passed the hat for Denise Taylor, a worker at First Student school bus in Baltimore who was wrongfully fired, and to the family of Eddie Sanchez, a BLET delegate who died in a car accident on the way to the Rail Convention. Delegates and others attending the 27th International Convention donated more than $23,000.

Puerto Rican Members Address Convention

Puerto Rican members of the Teamsters Union made such a strong impression on the 27th International Convention that, by the last day, General President Jim Hoffa announced that the Puerto Rican national anthem would be sung alongside those of the United States and Canada at every Convention.

"I want you to know how proud I feel on seeing my flag flying next to yours and listening to our respective national anthems," said Germán Vázquez, Secretary-Treasurer of Local 901 in San Juan, Puerto Rico. "And that reminds me that thousands of miles from here, there is a small but beautiful island called Puerto Rico, where Local 901 is located along with its 5,000 members who, just like all of you, are proud to be Teamsters."

Vázquez talked about how the union is making lives better for all the island's inhabitants. To demonstrate, he introduced a few of his members.

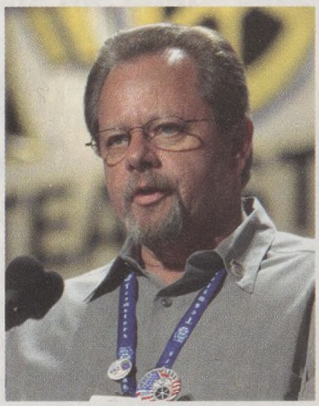
"For three years now, I've been represented by the most prestigious union on our island: the Teamsters. I've enjoyed the benefits of being a Teamster," said Joel Sierra, a dockworker and Local 901 member.

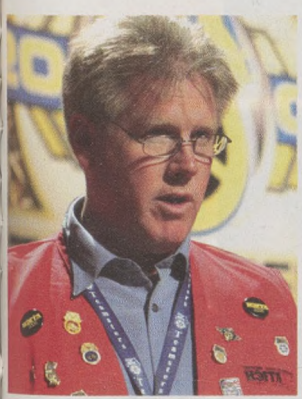
"Nothing gives me greater satisfaction than the feeling I get when I see new members join the union, because I know they've begun to enjoy a different world, a world of justice in every sense," said Alexis Rodriguez, another Local 901 dockworker.



The next time I come to the Convention, I hope to be a fellow Teamster.

CLIFF ARMSTRONG, FEDEX FREIGHT, FONTANA, CALIFORNIA

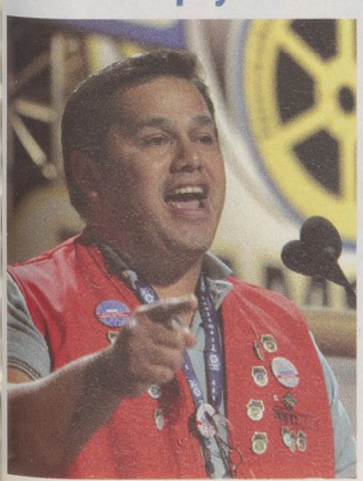




I have a fantastic contract with better wages, a great pension, and a Cadillac health plan with MOB; and with two small children, that's worth its weight in gold.

JIM MCAVOY, REDDAWAY, LOCAL 853, SAN LEANDRO, CALIFORNIA

I am proud to walk across the warehouse knowing that I have the protection of a contract with job security and better pay. For 20 years, I walked through that warehouse with no security and no protection. And now I know that the Teamsters Union will always be there for me.



AL CETINA, DHL, LOCAL 986, SOUTH EL MONTE, CALIFORNIA

Resolutions

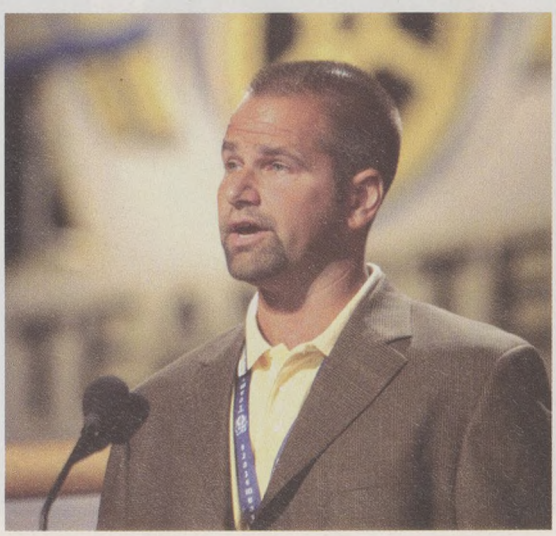
Resolutions approved by delegates on Wednesday included:

- National Freight Negotiations
- Cross-Border Trucking
- Federal Express
- Port Organizing
- Resolution on International Unity
- Preserving our Pensions: Now, therefore, be it resolved that the Teamsters Union will continue to oppose any legislation that jeopardizes the retirement security of our members, and will continue to fight to preserve the defined benefit pension system that is the foundation of this retirement security.

Go to www.teamster.org for the complete list of resolutions published in their entirety.

The National Master Freight Agreement helps to keep the American Dream alive and tells corporate America that we are a united group.

MIKE GRZYB, YELLOW FREIGHT LOCAL 600, ST. LOUIS



DAY 3

Wednesday 6/28/2006



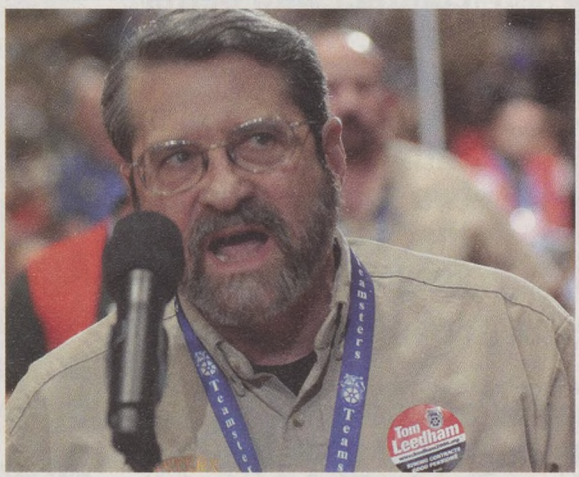
I believe with all my heart that because so many fellow Teamsters stood with us, that's why we now have dignity in our workplace.

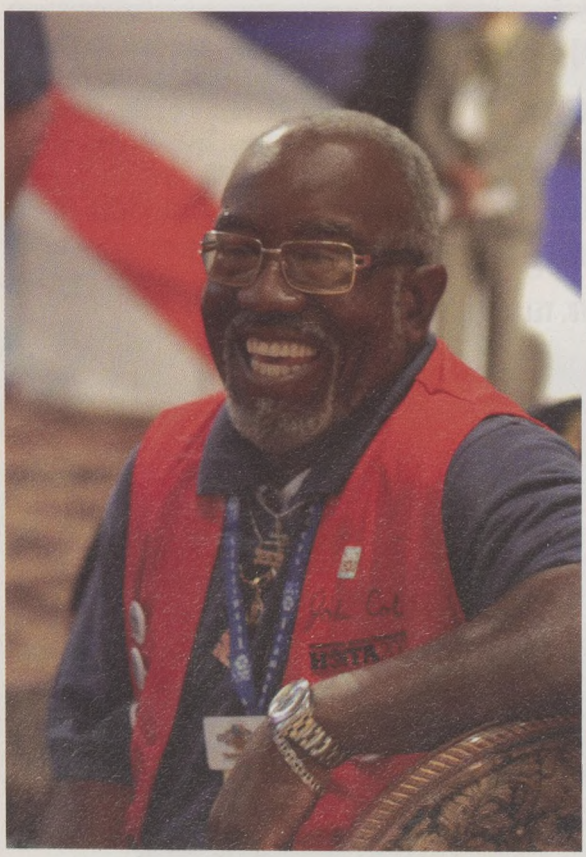
SUE MCCULLEY, DHL, LOCAL 377, YOUNGSTOWN, OHIO



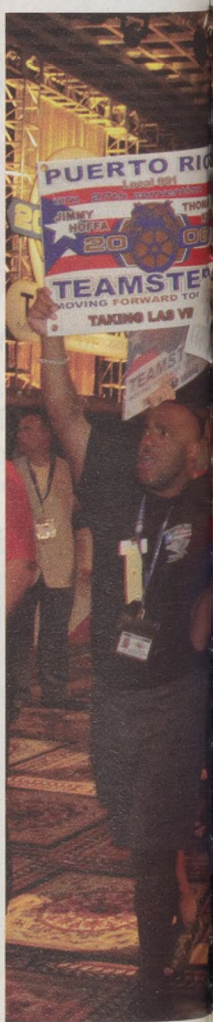
There are 100,000 drivers throughout the United States that can become part of this fight, that can become Teamsters.

ALEXIS PARREDES, PORT WORKER, NEWARK, NEW JERSEY









We were tired of getting the crap kicked out of us with steel-toed boots and having no way to turn around and give it back to them.

ALLISON HEADY, FIRST STUDENT, LOCAL 238, IOWA CITY,
IOWASUE MCCULLEY, DHL, LOCAL 377, YOUNGSTOWN, OHIO

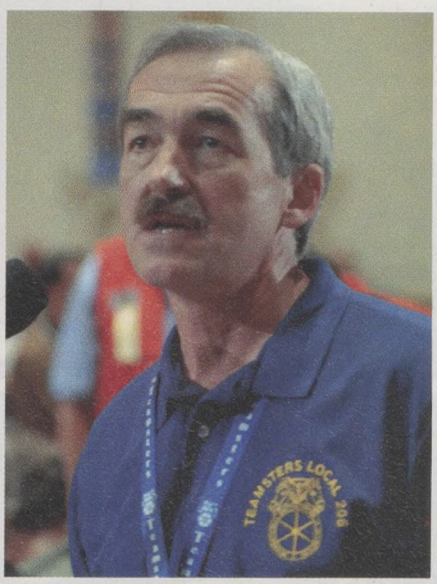




We are going to hit them hard so that the school bus drivers and aides win the respect and dignity they deserve.

RICK MIDDLETON,
SECRETARY-TREASURER,
LOCAL 572, CARSON, CALIFORNIA







DAY 4

Thursday 6/29/2006

Keep On Trucking

A convoy of 20 trucks rolled down Las Vegas Boulevard on June 29 in a show of Teamster power. Hundreds of members attended the early-morning event.



"I want to thank you for your union. You are the guiding light of labor in the United States and Canada."

— KIEFER SUTHERLAND









Strengthening Joint Councils

Strong Leadership is Key to Teamster Power







Strong Joint Councils and Conferences are increasingly important in an environment where corporations are growing stronger.

On June 29 at the 27th International Convention, delegates heard how the Teamsters Union has been strengthening its Joint Councils.

"Together, we are moving forward," said Gary Labarbera, President of Joint Council 16 in New York City, as he talked about the New York State Teamster Alliance that was formed with Joint Councils 18 and 46. "Together as a statewide conference, we are giving strength to each other. We're getting laws passed in Albany, taking on employers and becoming a powerful force in the state of New York. We are all very proud of that."

Coordinating Centers

Over the past few years, the International Union has worked to make Joint Councils and Conferences the coordinating centers for Teamster power. Better communications coordination, political action, and training for locals and their members are just a few of the benefits of this effort.

John Coli, President of Joint Council 25 in Chicago, talked about the strategic plan that dramatically increased the per capita from local unions. With the added strength in Joint Council 25, they increased staff, which has allowed them to do many things.

"Already this year under the direction of Bill Logan, we have organized thousands of members," he said. "Our Legislative and Political Department has gotten off the ground as well .We have had massive DRIVE sign-ups and have increased our clout on a statewide stage."

"I hear how hard it is to organize. If you don't do it, it tells me a couple of things. Either you can't or you won't," said Ken Wood, President of Joint Council 75 in Tampa, Florida. Since becoming a Joint Council in 2004, its affiliated locals have grown by more than 7,000 members.

Jim Santangelo, President of Joint Council 42 in Covina, California, talked about all the good things his Joint Council has done in recent years, such as their scholarship fund, training academy, a sophisticated phone-banking system and their Youth Boxing Program.

Winning With Card-Check

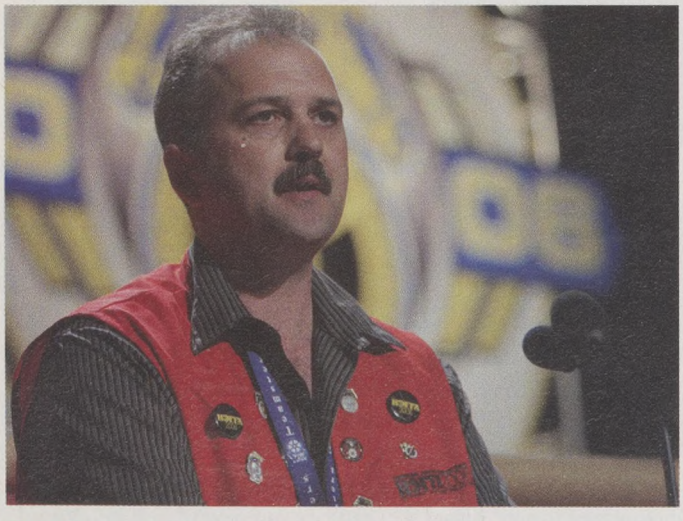
Teamsters Expand Alternative Recognition to Organize

Thanks to card-check and neutrality agreements, the Teamsters Union has boosted organizing efforts at UPS Cartage Services Inc. and other workplaces, attendees of the 27th International Convention heard on June 29.

A card-check/neutrality clause won by the Teamsters at UPS Cartage Services Inc. (CSI)—formerly Menlo Worldwide Forwarding—has helped the union organize half of the 30 non-union (CSI) locations since last November, and organizing at the remaining locations is under way or nearly under way.

"As Teamsters, we now have a real future, a real pension plan, a strong voice, and a better life and a brighter future," said Richard Shapiro, a route driver at CSI and member of Local 294 in Albany, New York. Shapiro's center won card-check recognition in February.

In December 2004, UPS purchased Menlo Worldwide for $150 million. UPS re-named the company UPS Cartage Services Inc. At the time, the Teamsters represented nearly 1,000 workers at Menlo Worldwide.



As far as I'm concerned, when I signed a card asking for Teamster representation, that was my vote and that should have been final. Card-check/neutrality should be the law.

MIKE MURPHY, USF BESTWAY, LOCAL 878, LITTLE ROCK, ARKANSAS

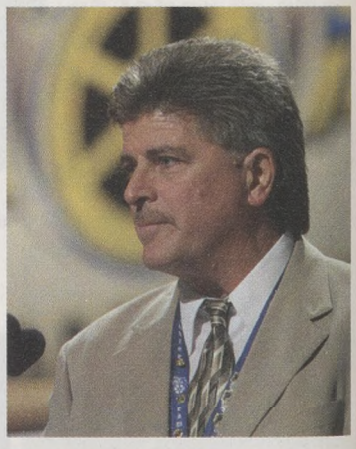
Vital Campaign

Last year, Parcel and Small Package Division Director Ken Hall and a Menlo negotiating committee set out to consolidate the more than two-dozen separate contracts at Menlo into one supplement to the national UPS contract. The new contract provided Menlo workers with the same health, welfare and pension contribution rates and the same wage increases that UPS workers receive under the national UPS contract.

Local unions are organizing the remaining CSI centers, and CSI has plans to triple its employment, opening five new freight hubs this year—they will be employing more than 1,500 Teamsters.

The campaign at CSI is vital to the Teamsters because the Menlo/CSI operation is part of the UPS freight and logistics business segment, a key organizing target.

"By pushing for card-check and neutrality agreements from the very beginning, Teamster organizers are helping workers avoid harassment and intimidation," said Mike Murphy, a USF Bestway worker in Arkansas and member of Local 878 in Little Rock. Murphy's terminal organized via card check, and a tentative contract agreement calls for more organizing by card check at USF Bestway.



The organizing effort continues so that many of my coworkers at UPS Cartage and UPS Freight can become Teamsters. Please support this effort.

RICHARD SHAPIRO, UPS CARTAGE SERVICE, LOCAL 294, ALBANY, NEW YORK

Teamsters Score A Knockout

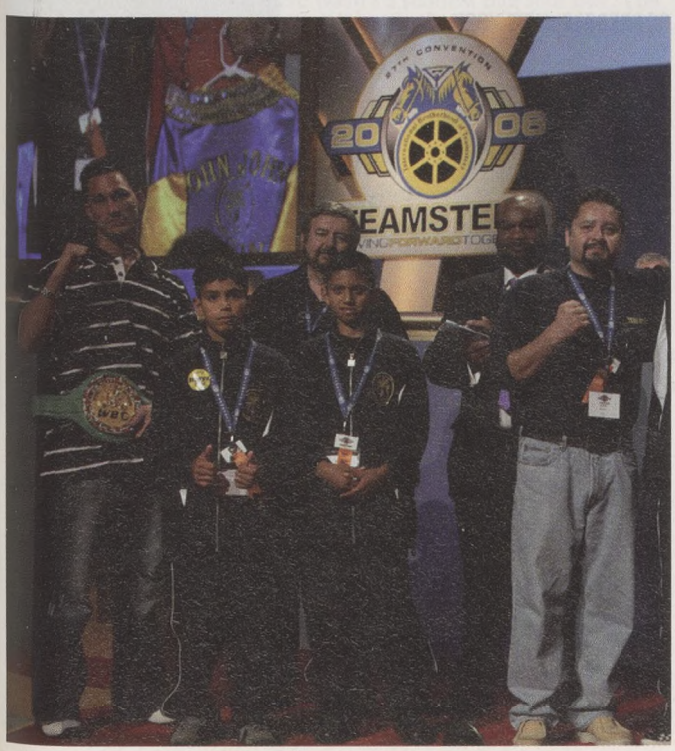
JAB and Youth Boxing League Take Center Stage

On June 29, boxing took center stage at the 27th International Convention. The Joint Association of Boxers (JAB) and Joint Council 42's Youth Boxing League addressed Convention delegates.

"Thanks to you guys, you're making it possible for me to live out my dream," said John Molina, a protégé of the Youth Boxing League. Molina has won his two professional boxing matches and has said that as long as he's a professional fighter, he will enter the ring wearing a Teamster logo.

Eddie Mustafa Muhammad, President of JAB, talked about JAB's increasing power and how boxing commissions no longer make a move without consulting him.

"We are the best and only union for the fighters," he said.



Resolutions

Resolutions approved by delegates on Thursday included:

- Capital Strategies
- Wal-Mart GMB Resolution
- Bargaining to Organize
- Fighting Smart; Strong Contracts to Set Industry Standards
- Freight Organizing
- Health and Welfare Benefits
- IBT Department of Training and Development
- IBT Support for Rail Conference Members at Amtrak
- Immigrant Workers
- Joint Campaigns
- More Democratic Union—Increase Member Participation
- National Master Automobile Transporters Negotiations
- National Reciprocal Agreement Resolution
- National Security
- Occupational Training
- Once a Teamster, Always a Teamster
- Organizing the Global Supply Chain
- Petition Congress to Make Voting Rights Act of 1965 Permanent
- Preserving Fundamental Solidarity Principles in Collective Bargaining
- Reclassifying Independent Contractors
- School Bus Campaign
- Teamsters Commitment to "Uniform Justice"; Cintas is a Key National Organizing Campaign
- The Right to Organize
- Trade
- Transportation Safety
- Universal National Health Care: Now, therefore, be it resolved that the International Brotherhood of Teamsters support national health care legislation that ensures every American has access to affordable and quality health care wherein the employer-based health care system is preserved.
- Waste Organizing

Go to **www.teamster.org** for the complete list of resolutions published in their entirety.

DAY 4

Thursday 6/29/2006



I get better wages now. I can carry my kids to the doctor because I've got good insurance, and it's all because the International Brotherhood of Teamsters stepped in. I've got a voice, and I thank you for it.

LAVON "ROOSTER" LINDSEY, WASTE WORKER, LOCAL 991, MOBILE, ALABAMA



Our goal as rank-and-file Teamsters has been to stay focused and unified. Solidarity and leadership get the best Teamster contracts.

PATRICIA HENDRIX, MILLER BREWING COMPANY, LOCAL 391, GREENSBORO, NORTH CAROLINA

I know that without the Teamsters, the Coke workers today would not have things as good as they do.

JOHN PADULA, COCA-COLA, LOCAL 812, SCARSDALE, NEW YORK



Costco members know that the value of a Teamsters contract is about more than just money.

PENNY ARHAR, BUSINESS AGENT, LOCAL 311, BALTIMORE





We need to organize more workers and build a good foundation in the South that we can grow from.

TYRA JOHNSON, ALLIED WASTE/BFI, LOCAL 728, ATLANTA, GEORGIA

Strength in numbers—that, my fellow brothers and sisters, is what will help us to fight and win against greedy corporations.

MIKE MANSFIELD, VON'S GROCERY DRIVER, LOCAL 848, COVINA, CALIFORNIA

A Helping Hand

Teamsters Thank Convention for Help After Hurricane Katrina





When Hurricane Katrina devastated communities in the Gulf Coast region, the Teamsters were there to help. Those gathered at the 27th International Convention got a hearty "thank you" from Teamsters who were helped.

"I want to thank you on behalf of the thousands of Teamsters and their family members that were affected by this horrible storm," said Willie Smith, President of Local 891 in Jackson, Mississippi. "Your generosity, your hard work, words cannot really describe how appreciative the members in the Gulf Coast area are to be Teamsters.

"I've always known it was special to be a Teamster, but Katrina proved something to me that is really very hard to describe. There wasn't a memo put out, there wasn't a request flag sent out. The calls started immediately from throughout the country and Canada, asking what you could do, how you could help," Smith said.

Great Support

"You were able to do something that President George Bush couldn't do, that Director of FEMA Brown couldn't do. You delivered in a matter of hours," he said.

Members who were affected by the hurricane also spoke about how the Teamsters Union was there in their hour of need.

"What helped us to get through this terrible ordeal was volunteers from states bringing food, water and toiletries," said Julie Hauser, a UPS package car driver and member of Local 891 who lives in a waterfront community in Biloxi, Mississippi. "The IBT and UPS provided us with food, water, Christmas dinner, Christmas presents for our kids, gift cards, cash cards for our immediate needs."

"We got great support from the Teamsters. They really stepped up to the plate," said Dwayne Derouen, a UPS worker with Local 891.

"I'd like to say thank you for your prayers and your support," said Lois Thomas, a bus driver from New Orleans and member of Local 270. "And please don't forget us. The hurricane is over but we're only just starting to get our lives back together."

DAY 5

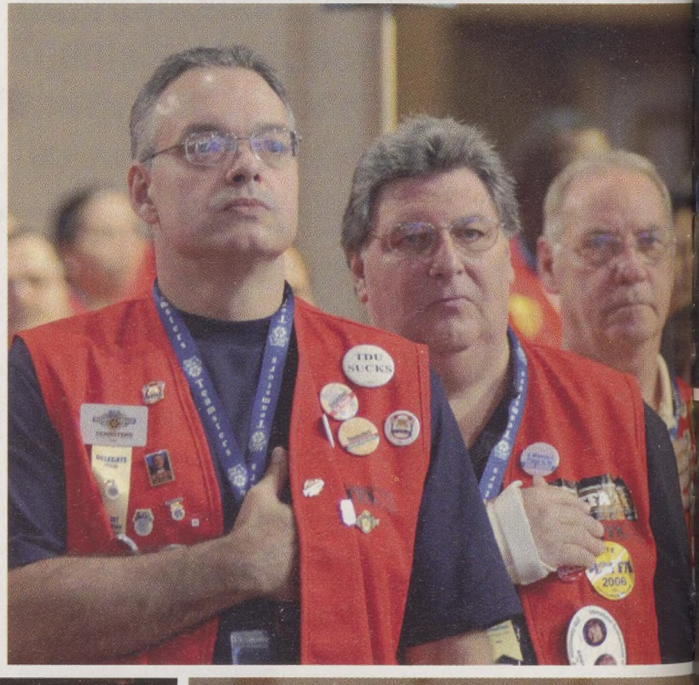
Friday 6/30/2006

Convention Ends in 'Solidarity'

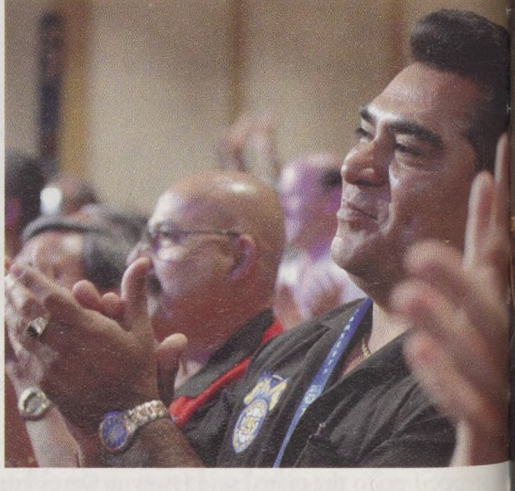
Tim Lynch, President of Local 1205 in Melville, New York, led the assembled Teamsters in singing "Solidarity Forever" at the close of the 27th International Convention.

"I love that tradition, and I love to sing 'Solidarity Forever,'" said Jim Hoffa, Teamsters General President.







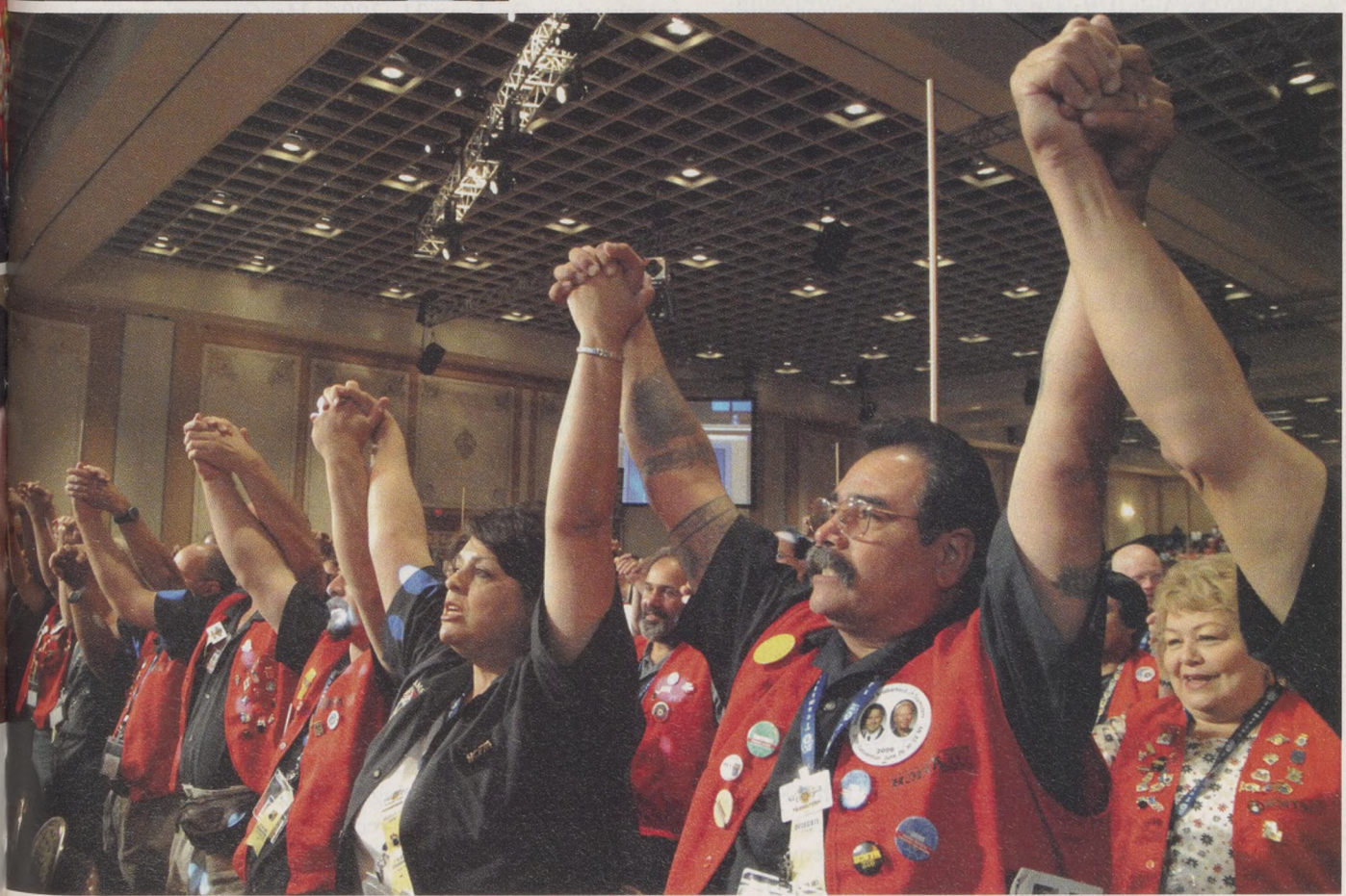




Scholarship Winner Thanks Teamsters



"I hope to live my life based on the ideals of the Teamsters so that I may someday give back to the community and to society in the way that you have done," said Daniel Capurso, a recipient of the James R. Hoffa Memorial Scholarship Award.



REPORT 96 TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board
Benjamin R. Civiletti
Joseph E. diGenova
William H. Webster
DATED: July 5, 2006

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Ninety-sixth Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have currently come before us, including two new reports and the status of pending charges about which we have previously informed you.

II. NEW INVESTIGATIVE REPORTS

A. FLOYD JOHNSON - LOCAL 714, BERWYN, ILLINOIS

On June 19, 2006, the IRB issued an Investigative Report to the Local 714 Executive Board concerning member Floyd Johnson. The Report recommended that Mr. Johnson be charged with bringing reproach upon the IBT by failing to appear for his scheduled in-person examination. The Executive Board was given 90 days to file the charges, hold a hearing and forward a final written report to the IRB. On June 22, 2006, counsel to Local 714 notified the IRB that the Local will proceed with the IRB recommended charges against Mr. Johnson.

B. DONNY ROBLES - LOCAL 714, BERWYN, ILLINOIS

On June 19, 2006, the IRB issued an Investigative Report to the Local 714 Executive Board concerning member Donny Robles. The Report recommended that Mr. Robles be charged with bringing reproach upon the IBT by failing to appear for his scheduled in-person examination. The Executive Board was given 90 days to file the charges, hold a hearing and forward a final written report to the IRB. On June 22, 2006, counsel to Local 714 notified the IRB that the Local will proceed with the IRB recommended charges against Mr. Robles.

III. STATUS OF PREVIOUS IRB CHARGES

A. JOHN KIKES - LOCAL 78, HAYWARD, CALIFORNIA

We have previously informed you that John Kikes, International Representative and Local 78 President, allegedly brought reproach upon the IBT when, subsequent to William T. Hogan, Jr.'s permanent bar from the IBT, he had knowing and purposeful contact with him. General President Hoffa filed the charges against Mr. Kikes and appointed a hearing panel. A hearing was held September 15 and 16, 2005.

By decision of October 20, 2005, Mr. Hoffa accepted the recommendation of the hearing panel and permanently barred Mr. Kikes from the IBT or any other IBT-affiliated entity or Fund and from contact and association with officers, members, employees, representatives and agents of the IBT or any other IBT-affiliated entity or Fund. The IRB notified Mr. Hoffa and counsel to Mr. Kikes that it found the IBT decision to be not inadequate.

The IRB then made an application to Judge Preska for review. On May 26, 2006, new counsel for Mr. Kikes filed with Judge Preska the objections of Mr. Kikes to the IRB's application. The matter remains with Judge Preska.

B. JOHN CAPONE - LOCAL 295, VALLEY STREAM, NEW YORK

In the last issue of the *Teamster* magazine we informed you that Local 295 member John Capone allegedly brought reproach upon the IBT by failing to appear for his scheduled in-person sworn examination. The Local 295 Executive Board held a hearing on June 7, 2006, but withheld a decision until after Mr. Capone's rescheduled examination. On June 21, 2006, Mr. Capone appeared for his rescheduled examination. The Chief Investigator's office has the matter under consideration.

C. GARY PROCTOR - LOCAL 614, PONTIAC, MICHIGAN

In the last issue of the *Teamster* magazine we informed you that Gary Proctor, an IBT member and employee of the International Union, Joint Council 43 and Local 614, allegedly brought reproach upon the IBT by knowingly associating with a barred individual, Michael C. Bane, a former International Representative and the former President of Local 614, who had been permanently barred from the IBT on July 17, 2001. Mr. Hoffa adopted and filed the proposed charges and appointed a hearing panel. A hearing was held on June 16, 2006.

D. EDMUND BURKE - LOCAL 631, LAS VEGAS, NEVADA

We have previously informed you that Local 631 Secretary-Treasurer Edmund Burke allegedly brought reproach upon the IBT and violated his fiduciary duty by failing to investigate or to act in response to Local 631 business agent Frank Incandella's repeated admissions that he had contact with Dane Passo in violation of the Consent Order after Passo was permanently barred from the IBT. Mr. Hoffa adopted and filed the proposed charges, appointed a hearing panel and a hearing was held April 4, 2006.

Mr. Hoffa accepted the recommendation of the hearing panel and barred Mr. Burke for two months from office and employment, but not to affect his IBT membership. On May 31, 2006, the IRB notified Mr. Hoffa that it

found the April 24, 2006, decision to be inadequate.

The IBT then requested a 90-day extension to respond to the IRB's inadequate letter. On June 16, 2006, Mr. Hoffa notified the IRB that he reaffirmed the panel's decision and recommended penalty and that he was not persuaded that this conclusion was inappropriate. The IRB has the matter under consideration.

E. JERRY VINCENT - LOCAL 783, LOUISVILLE, KENTUCKY

We have previously informed you that Local 783 Secretary-Treasurer Jerry Vincent allegedly brought reproach upon the IBT and violated his membership oath when he, subsequent to Michael C. Bane's permanent bar from the IBT on July 17, 2001, and William T. Hogan, Jr.'s permanent bar from the IBT on May 29, 2002, had knowing and purposeful contact with Mr. Bane and Mr. Hogan. General President Hoffa filed the charges and appointed a hearing panel. A hearing was held on February 24, 2006.

On May 19, 2006, the panel's revised recommendation was reissued as the decision of the General President who suspended Mr. Vincent from membership for five years, permanently barred him from accepting any office, employment, or compensation, and permanently prohibited him from attending or participating in any manner in the activities or affairs of Local 783, Joint Council 94, the Kentucky and West Virginia Conference of Teamsters, or any other IBT entities. On June 12, 2006, the IRB notified Mr. Hoffa that his decision was not inadequate.

F. ROBERT D'ANGELO - LOCAL 813, LONG ISLAND CITY, NEW YORK

We have previously informed you that the IRB issued an Investigative Report to General President Hoffa who adopted and filed the charges against Local 813 member Robert D'Angelo for knowingly associating with members of organized crime. He then referred the charges back to the IRB for a hearing. The IRB held a hearing on April 19, 2006. The Chief Investigator issued his post-hearing memorandum to the IRB and to counsel to Mr. D'Angelo concluding that the charge against Mr. D'Angelo was proven. Counsel's answering memorandum of June 22, 2006, was issued to the Chief Investigator and the IRB. The Chief Investigator issued his reply to it on June 28, 2006.

G. LOCAL 901 - SAN JUAN, PUERTO RICO

In past issues of the *Teamster* magazine we informed you that Local 901 allegedly engaged in a pattern of conduct in violation of the IBT Constitution and which prevented the members from obtaining information and exercising their rights. The IBT established a plan to resolve and remedy the issues identified in the IRB's report. On June 6, 2006, the IBT notified the IRB that the plan has now been put into effect to eliminate the problems that were in the Local and should negate the need to place the Local in trusteeship. The IRB considers the case closed.

IV. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 55 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed by IRB staff only. It is not manned by an investigator; however, the recorded information if complete and within IRB jurisdiction is forwarded directly to the Investigations Office.

Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

V. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports and also through use of our website at www.irbcases.org. Based on feedback from the many users, the website has become helpful to IBT members and others.

If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above, use the IRB facsimile number 202-434-8084, or write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001

Union Strengthens Financial Base

The fiscal year of 2005 was a year of progress and continued financial growth for our union, and I am proud to report that our financial position is the best it has been in quite some time.

As of December 31, 2005, the International Brotherhood of Teamsters audited financial statements report net assets of $95.2 million. This is a substantial improvement over the union's $8.6 million in recorded net assets in March 1999, when the Hoffa administration took office.

By instituting a financial control system that is the most efficient in the entire labor movement, we have turned around the financial operations of this union. We reformed internal procedures and established sweeping financial reforms. We developed programs to extend these reforms to our Locals, Joint Councils, Trade Divisions and Trade Conferences. We balanced the budget. We overhauled our accounting and recordkeeping system. We're stronger because of these reforms. But this is just the beginning.

Striking Results

Our union could not just fix broken finances. We had to think about building our union and our strength.

Through December 31, 2005, $61.9 million had been allocated to the Strike and Defense Fund, and $22.7 million has been disbursed in support of striking members, including $4.8 million in support of the Southern California grocery strike involving the UFCW and $4.2 million to Sikorsky Aircraft Corp. workers this year. In 1999, our strike fund was $17 million in the red, paying out only $55 a week—that was unacceptable. It took the actions approved at the 2002 Special Convention to return the Union's strike fund and other finances to solid ground.

Teamsters today can be proud as this great union continues to look toward the future. Our strong financial situation speaks to this administration's commitment to members. Our resolve to build and grow our union has restored the strength and power of our great union.

C. Thomas Keegel
General Secretary-Treasurer

Novak Francella LLC | CERTIFIED PUBLIC ACCOUNTANTS

REPORT OF INDEPENDENT AUDITORS

Members of the General Executive Board
International Brotherhood of Teamsters

We have audited the accompanying consolidated statement of financial position of the International Brotherhood of Teamsters (the International Union) as of December 31, 2005, and the related consolidated statements of activities and cash flows for the year then ended. These consolidated financial statements are the responsibility of the International Union's management. Our responsibility is to express an opinion on these consolidated financial statements based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the consolidated financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the consolidated financial statements. An audit also includes assessing the accounting principles used and significant estimates made by the International Union's management, as well as evaluating the overall consolidated financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of the International Union as of December 31, 2005 and the changes in its net assets and its cash flows for the year then ended in conformity with accounting principles generally accepted in the United States of America.

Novak Francella LLC

March 9, 2006

PHILADELPHIA | Two Bala Plaza, Suite 501 | Bala Cynwyd, PA 19004 | 610.668.9400 | 610.668.9405 Fax
NEW YORK | 450 Seventh Avenue, Suite 3500 | New York, New York 10123 | 212.279.4262 | 212.279.4263 Fax

International Brotherhood of Teamsters Consolidated Statement of Financial Position

DECEMBER 31, 2005

	GENERAL FUND	STRIKE AND DEFENSE FUND	HOFFA SCHOLARSHIP FUND	TEAMSTER DISASTER RELIEF FUND	SUPPLEMENTAL BENEFITS TRUST	TOTAL
ASSETS						
Cash and cash equivalents	$ 32,375,788	$ 7,730,195	$ 14,707	$ 270,217	$ 813,138	$ 41,204,045
Cash collateral held for securities on loan	9,240,174	10,264,724	—	—	—	19,504,898
Receivables, net						
Trade	14,782,943	—	2,379	—	1,022,257	15,807,579
Grants	434,833	—	—	—	—	434,833
Accrued investment income	396,236	207,573	2,269	—	16,609	622,687
Securities sold pending settlement	—	2,075	—	—	—	2,075
Due from/(to) related entities	(5,031,710)	3,090,881	(169)	(27,418)	2,187,497	219,081
Inventories	587,058	—	1,472	—	—	588,530
Prepaid expenses	582,167	—	—	—	—	582,167
Investments						—
First trust notes - affiliates	3,775,628	—	—	—	—	3,775,628
Other	40,155,856	31,887,784	5,479,220	—	3,821,924	81,344,784
Property and equipment, net	21,039,988	—	—	—	—	21,039,988
Security deposits and other	1,025,365	—	43,644	—	55,000	1,124,009
Total assets	$ 119,364,326	$ 53,183,232	$ 5,543,522	$ 242,799	$ 7,916,425	$ 186,250,304
LIABILITIES AND NET ASSETS						
Liabilities						
Accounts payable and accrued expenses						
Trade	$ 28,098,493	$ 25,924	$ 454,873	$ —	$ 16,513	$ 28,595,803
Securities purchases pending settlement	420,727	911,863	—	—	—	1,332,590
Liability to return collateral for securities on loan	9,240,174	10,264,724	—	—	—	19,504,898
Accrued pension costs						
Retirement and Family Protection Plan	30,013,772	—	—	—	—	30,013,772
Teamster Affiliates Pension Plan	11,211,050	—	—	—	—	11,211,050
Accrued postretirement benefits cost	355,422	—	—	—	—	355,422
Total liabilities	79,339,638	11,202,511	454,873	—	16,513	91,013,535
NET ASSETS						
Unrestricted	39,710,749	41,980,721	5,088,649	(7,780)	7,899,912	94,672,251
Temporarily restricted	313,939	—	—	250,579	—	564,518
Total net assets	40,024,688	41,980,721	5,088,649	242,799	7,899,912	95,236,769
Total liabilities and net assets	$ 119,364,326	$ 53,183,232	$ 5,543,522	$ 242,799	$ 7,916,425	$ 186, 250,304

See accompanying notes to consolidated financial statements.

International Brotherhood of Teamsters Consolidated Statement of Activities

YEAR ENDED DECEMBER 31, 2005

	GENERAL FUND		STRIKE AND DEFENSE FUND	HOFFA SCHOLARSHIP FUND	DISASTER RELIEF FUND		SUPPLEMENTAL BENEFITS TRUST		
	UNRESTRICTED	TEMPORARILY RESTRICTED	UNRESTRICTED	UNRESTRICTED	UNRESTRICTED	RESTRICTED	UNRESTRICTED	ELIMINATIONS	TOTAL
REVENUE AND OTHER SUPPORT									
Per capita and initiation fees	$ 129,032,741	$ —	$ 18,465,628	$ —	$ —	$ —	$ —	$ —	$ 147,498,369
Grants and contributions	1,624,808	7,150	—	—	6,849	1,364,050	—	(300,000)	2,702,857
Special fund raising events	—	—	—	2,233,478	—	—	—	(29,100)	2,204,378
Affinity program	116,018	—	—	—	—	—	2,769,749	—	2,885,767
Investment income, net	4,521,626	—	1,663,394	359,407	—	—	186,084	—	6,730,511
Sales of supplies, net	107,826	—	—	10,730	—	—	—	—	118,556
Loss on disposal of property and equipment	(10,654)	—	—	—	—	—	—	—	(10,654)
Other	—	—	—	24,095	—	—	—	—	24,095
Net assets released from restrictions	5,650	(5,650)	—	—	1,114,009	(1,114,009)	—	—	—
Total revenue	135,398,015	1,500	20,129,022	2,627,710	1,120,858	250,041	2,955,833	(329,100)	162,153,879
EXPENSES									
Program services									
Member services									
Communications, magazine and public relations	13,906,108	—	—	—	—	—	—	(329,100)	13,577,008
Financial assistance to affiliates	680,334	—	—	—	—	—	—	—	680,334
Industry trade division and relations	26,840,126	—	—	—	—	—	—	—	26,840,126
Out-of-work benefits	900,661	—	4,566,165	—	—	—	—	—	5,466,826
Research, education and training	10,244,375	—	—	—	—	—	166,072	—	10,410,447
Retiree relations, scholarships and other	470,040	—	—	436,686	—	—	—	—	906,726
Organizing	24,511,509	—	—	—	—	—	—	—	24,511,509
Other	11,406,325	—	—	—	1,126,465	—	—	—	12,532,790
Affiliation fees	13,351,163	—	—	—	—	—	—	—	13,351,163
Government affairs	9,139,213	—	—	—	—	—	—	—	9,139,213
Legal and litigation	7,121,365	—	—	—	—	—	—	—	7,121,365
Civil RICO	5,199,222	—	—	—	—	—	—	—	5,199,222
Convention	1,601,818	—	—	—	—	—	—	—	1,601,818
Total program services expenses	125,372,259	—	4,566,165	436,686	1,126,465	—	166,072	(329,100)	131,338,547
Supporting services									
Administration and governance	8,930,528	—	—	44,003	27,729	—	355,861	—	9,358,121
Fund raising	—	—	—	739,128	—	—	—	—	739,128
Total expenses	134,302,787	—	4,566,165	1,219,817	1,154,194	—	521,933	(329,100)	141,435,796
CHANGE IN NET ASSETS	1,095,228	1,500	15,562,857	1,407,893	(33,336)	250,041	2,433,900	—	20,718,083
Transfer of postretirement health care benefits obligation	54,850,964	—	—	—	—	—	—	—	54,850,964
NET ASSETS									
Beginning of year	(35,255,535)	312,439	26,417,864	3,680,756	25,556	538	5,466,012	—	647,630
Teamster Affiliates Pension Plan	19,020,092	—	—	—	—	—	—	—	19,020,092
End of year	$39,710,749	$313,939	$41,980,721	$5,088,649	$(7,780)	$250,579	$7,899,912	—	$95,236,769

See accompanying notes to consolidated financial statements.

International Brotherhood of Teamsters Consolidated Statement of Cash Flows

YEAR ENDED DECEMBER 31, 2005

	GENERAL FUND	STRIKE AND DEFENSE FUND	HOFFA SCHOLARSHIP FUND	TEAMSTER DISASTER RELIEF FUND	SUPPLEMENTAL BENEFITS TRUST	TOTAL
CASH FLOWS PROVIDED BY (USED IN) OPERATING ACTIVITIES						
Cash received from						
Affiliated conferences, joint councils, and local unions	$ 128,090,520	$ 18,942,631	$ —	$ —	$ —	$ 147,033,151
Investment income	2,443,522	843,079	145,504	—	113,842	3,545,947
Other revenue and reimbursements	(115,665)	—	2,191,963	1,370,899	632,646	4,079,453
Net cash received	130,418,377	19,785,710	2,337,467	1,370,899	746,488	154,658,551
Cash disbursed to						
Service providers, suppliers, vendors and others	113,398,094	58,452	1,125,488	1,126,776	511,705	116,220,515
AFL-CIO and other labor organizations	6,600,121	—	—	—	—	6,600,121
Affiliated conferences, joint councils and local unions	6,836,558	—	—	—	—	6,836,558
Members for benefits under Strike Benefit Assistance Program	—	4,628,287	—	—	—	4,628,287
Net cash used	126,834,773	4,686,739	1,125,488	1,126,776	511,705	134,285,481
Net cash provided by (used in) operating activities	3,583,604	15,098,971	1,211,979	244,123	234,783	20,373,460
CASH FLOWS PROVIDED BY (USED IN) INVESTING ACTIVITIES						
Proceeds from sale or redemption of investments	34,477,195	19,515,239	923,005	—	7,686,558	62,601,997
Purchase of investments	(35,584,389)	(31,574,738)	(2,817,164)	—	(8,837,701)	(78,813,992)
Purchase of fixed assets	(8,375,038)	—	—	—	—	(8,375,038)
Proceeds from sale of fixed assets	—	—	—	—	—	—
Payment of loans by affiliates	663,313	—	—	—	—	663,313
Loans to affiliates	—	—	—	—	—	—
Net cash used in investing activities	(8,818,919)	(12,059,499)	(1,894,159)	—	(1,151,143)	(23,923,720)
Net increase (decrease) in cash	(5,235,315)	3,039,472	(682,180)	244,123	(916,360)	(3,550,260)
CASH AND CASH EQUIVALENTS						
Beginnng of year	37,611,103	4,690,723	696,887	26,094	1,729,498	44,754,305
End of year	$32,375,788	$7,730,195	$14,707	$270,217	$813,138	$41,204,045
RECONCILIATION OF CHANGE IN NET ASSETS TO NET CASH PROVIDED BY OPERATING ACTIVITIES						
Change in net assets	$20,116,820	$15,562,857	$1,407,893	$216,705	$2,433,900	$39,738,175
Net appreciation of investments	(2,217,007)	(786,349)	(239,261)	—	(101,576)	(3,344,193)
Loss on disposal of fixed assets	10,654	—	—	—	—	10,654
Depreciation expense	1,425,309	—	—	—	—	1,425,309
(Increase) decrease in assets						
Receivables	(621,630)	(98,710)	2,277	—	113,098	(604,965)
Inventories	124,582	—	1,251	—	—	125,833
Prepaid expenses	(1,097)	—	—	—	—	(1,097)
Security deposits and other	(972,044)	—	—	—	—	(972,044)
Due to/from related party	1,941,179	477,003	919	27,418	(2,217,497)	229,022
Increase (decrease) in liabilities						
Accounts payable and accrued expenses	1,982,444	(55,830)	38,900	—	6,858	1,972,372
Accrued pension costs	(18,205,606)	—	—	—	—	(18,205,606)
Accrued postretirement benefits cost	(54,850,964)	—	—	—	—	(54,850,964)
Transfer of postretirement health care benefits cost	54,850,964	—	—	—	—	54,850,964
NET CASH PROVIDED BY (USED IN) OPERATING ACTIVITIES	$3,583,604	$15,098,971	$1,211,979	$244,123	$234,783	$20,373,460

See accompanying notes to consolidated financial statements.

International Brotherhood of Teamsters **Notes to Consolidated Financial Statements**

YEAR ENDED DECEMBER 31, 2005

NOTE 1. NATURE OF OPERATIONS

The International Brotherhood of Teamsters (the International Union) is one of the largest labor unions in North America with a membership representing a variety of industries and trades. The primary source of revenue is per capita taxes paid by local unions.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

METHOD OF ACCOUNTING - The financial statements are prepared using the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America.

CONSOLIDATION AND FUND ACCOUNTING - The consolidated financial statements include the accounts and activities of the International Union and related entities under the International Union's control. For purposes of presentation in the consolidated financial statements and in accordance with requirements set forth in its Constitution, the International Union reports its accounts and activities in the following funds:

GENERAL FUND - Provides for the ongoing activities of the International Union not specifically carried out by any other fund. The General Fund also includes the consolidated accounts of the Teamsters National Headquarters Building Corporation, a for-profit corporation formed to be a title holding corporation for the International Union's headquarters building. All significant intercompany account balances have been eliminated in consolidation. Included in the General Fund is the Public Services Assistance Fund. This fund provides assistance to public employees whose contracts do not entitle them to strike benefits. Also included in the General Fund are funds designated for organizing activities. Ten percent of per capita tax received by the International Union, excluding the amount received for members in Teamsters Canada, is designated for organizing activities. Funds designated for organizing activities for the Brotherhood of Locomotive Engineers and Trainmen (BLET), Brotherhood of Maintenance of Way Employes Division (BMWED) and the Graphic Communications/IBT Conference (GCC) are governed by the applicable merger agreements.

STRIKE AND DEFENSE FUND - The Strike and Defense Fund was created in 2002 to support members engaged in collective action to obtain recognition, obtain and/or protect wages and benefits through the negotiation of collective bargaining agreements, enforce collective bargaining agreements, and/or members who have been locked out by their employers.

Fifteen percent of per capita tax received by the International Union, excluding the amounts received for members in Teamsters Canada and members employed in the public sector who do not have the legal right to strike are transferred to the Strike and Defense Fund. Participation in the Strike and Defense Fund for the Brotherhood of Locomotive Engineers and Trainmen (BLET), Brotherhood of Maintenance of Way Employes Division (BMWED) and the Graphic Communications/IBT Conference (GCC) are governed by the applicable merger agreements.

HOFFA SCHOLARSHIP FUND - The Hoffa Scholarship Fund represents the accounts and activities of the James R. Hoffa Memorial Scholarship Fund, Inc., a related organization under the International Union's control. The Fund was incorporated in November 1999 and began operations in January 2000 for the purpose of awarding scholarships to dependents of union members in order to enable the recipients to attend accredited post-secondary educational institutions. The funding for scholarships is provided by voluntary contributions to the Fund, the net proceeds of annual fund raising events, and the sale of promotional materials. As a form of financial assistance to the Hoffa Scholarship Fund, the International Union provides facilities and administrative, accounting and clerical assistance.

TEAMSTER DISASTER RELIEF FUND - The Teamster Disaster Relief Fund represents the accounts and activities of the Teamster Disaster Relief Fund, a related organization under the International Union's control. The Fund was incorporated in September 1992 and began operations in 1992 for the purpose of providing monetary and non-monetary relief directly or indirectly to individuals who are victims of hurricane, flood, earthquake, fire, accident or other disaster. Funding is provided by monetary and non-monetary contributions from individuals or organizations affiliated with the International Union and the general public. As a form of financial assistance to the Disaster Relief Fund, the International Union provides facilities and administrative, accounting and clerical assistance.

SUPPLEMENTAL BENEFITS TRUST - The Supplemental Benefits Trust (the Trust) represents the accounts and activities of the International Brotherhood of Teamsters Supplemental Benefits Trust, a financially inter-related organization under the International Union's control. The Trust was established on January 1, 2003 to serve as a vehicle for the coordination of several credit card, insurance and other programs offered to members of the International Union and their families by third party vendors. The Trust is funded primarily through royalty payments and support service fees payable in accordance with the provisions of various agreements between the International Union and third party vendors which have been assigned by the International Union to the Trust.

CASH AND CASH EQUIVALENTS - Cash and cash equivalents consist of amounts held in demand deposit accounts, money market accounts and funds.

INVENTORY - The International Union maintains an inventory of supplies for resale to local unions and individual members. Inventory is stated at cost which approximates the selling price of items held.

INVESTMENTS - Investments are reported at their aggregate fair value. The fair value of investments in common and capital stocks, corporate bonds, mutual fund and U.S. Treasury and Government Agency securities are determined by quoted market prices.

PROPERTY AND EQUIPMENT - Property and Equipment are carried at cost. Major additions are capitalized while replacements and repairs that do not improve or extend the lives of the respective assets are expensed. Depreciation and amortization expense is computed using the straight line method over the following estimated useful lives of the assets:

Building and improvements	39 years
Data processing equipment	5 years
Office equipment and capitalized software	3-10 years
Furniture and fixtures	10 years
Automobiles	5 years

CANADIAN CURRENCY - The International Union maintains checking and savings accounts in Canada as well as the United States. For financial statement purposes, all assets are expressed in U.S. dollar equivalents.

Canadian currencies included in the consolidated statement of financial position are translated at the exchange rates in effect on the last day of the year. Unrealized increases and decreases due to fluctuations in exchange rates are included in the consolidated statement of activities.

Funds received and disbursed in Canada are stated in U.S. dollars based on average exchange rate in effect during the year when reported in the revenue and expenses included in the consolidated statement of activities.

USE OF ESTIMATES IN THE PREPARATION OF FINANCIAL STATEMENTS - The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

FINANCIAL PRESENTATION - The International Union's consolidated financial statements present its net assets, revenues, expenses, gains and losses, consolidated between unrestricted, temporarily restricted, and permanently restricted based on the existence or absence of donor-imposed restrictions.

NOTE 3. TAX STATUS

The International Union is exempt from federal income taxes under Section 501(c)(5) of the Internal Revenue Code, except on any income derived from activities unrelated to its exempt purpose.

Income taxes on net earnings are payable by the Teamsters National Headquarters Building Corporation pursuant to the Internal Revenue Code. All operating costs of the Corporation are fully reimbursed by the International Union resulting in no net income or loss. Accordingly, no provision has been made for federal income taxes.

The Hoffa Scholarship Fund and Teamster Disaster Relief Fund are exempt from Federal income taxes under Section 501(c)(3) of the Internal Revenue Code and are reasonably expected to be publicly supported organizations and not private foundations. The Funds are subject to tax derived from unrelated business activities.

The Supplemental Benefits Trust is exempt from Federal income taxes under Section 501(c)(5) of the Internal Revenue Code and, is therefore, not subject to tax under present income tax laws.

NOTE 4. TRADE RECEIVABLES

Trade receivables consist of the following at December 31, 2005:

Per capita and initiation fees	$ 13,382,896
Unsecured notes receivable	812,053
Unsecured loans receivable	750,000
Affinity program	1,091,257
Other	581,727
	16,617,933
Less allowance for doubtful accounts	(810,354)
	$ 15,807,579

NOTE 5. UNINSURED CASH BALANCES AND INVESTMENT CONCENTRATIONS

The International Union maintains cash equivalents with various financial institutions as of December 31, 2005 totaling approximately $20,250,000 which were not insured by the Federal Deposit Insurance Corporation.

The International Union also maintains cash at a Canadian financial institution, which is insured up to $60,000. As of December 31, 2005, the International Union's cash in the Canadian financial institution in excess of insurance coverage totaled approximately $3,140,000 in Canadian dollars (approximately $2,693,000 U.S. Dollars).

The Supplemental Benefits Trust maintains all of its cash with one financial institution. The balance is insured by the Federal Deposit Insurance Corporation up to $100,000. As of December 31, 2005 the Supplemental Benefits Trust's cash in excess of FDIC insurance coverage totaled approximately $500,000.

The Teamster Disaster Relief Fund maintains cash primarily with the same financial institution. As of December 31, 2005 the Teamsters Disaster Relief Fund's cash in excess of FDIC insurance coverage totaled approximately $170,000.

NOTE 6. GRANTS RECEIVABLE

Amounts due under grant agreements with the U.S. Government totaled $434,833 and are due to be received within one year.

NOTE 7. INVESTMENTS

The fair value and cost of investments held by the International Union at December 31, 2005 is summarized below:

	COST	FAIR VALUE	FAIR VALUE OF SECURITIES ON LOAN	NET FAIR VALUE OF SECURITIES ON HAND
Common stock	$ 32,915,007	$ 39,277,685	$ (4,282,054)	$ 34,995,631
Preferred stock	5,048	4,825	—	4,825
Capital stock	5,833	71,752	—	71,752
Corporate bonds	11,060,874	10,549,455	(1,457,605)	9,091,850
Government agency securities	9,788,304	9,686,979	—	9,686,979
U.S. Treasury securities	19,246,124	19,092,002	(13,631,488)	5,460,514
Mutual fund	2,704,336	2,662,086	—	2,662,086
	$ 75,725,526	$81,344,784	$ (19,371,147)	$ 61,973,637

Investment income for the year ended December 31, 2005 consisted of the following:

	GENERAL FUND	STRIKE FUND	HOFFA SCHOLARSHIP FUND	SUPPLEMENTAL BENEFITS TRUST	TOTAL
Interest and dividends	$ 2,451,507	$ 941,789	$ 144,003	$ 112,887	$ 3,651,736
Net realized and unrealized gain on investments	2,217,007	786,349	239,261	101,576	3,342,643
Investment expenses	(146,888)	(64,744)	(23,857)	(28,379)	(263,868)
	$ 4,521,626	$ 1,663,394	$ 359,407	$ 186,084	$ 6,730,511

NOTE 8. INVESTMENTS IN FIRST TRUST NOTES

The International Union provided loans to affiliates for purchase or development of real estate. These loans are secured by the real estate and are carried at their unpaid principal balance of $3,775,628. No allowance for uncollectible accounts was deemed necessary as of December 31, 2005.

NOTE 9. PROPERTY AND EQUIPMENT

Property and equipment held by the International Union consists of the following as of December 31, 2005:

Land - headquarters	$ 794,117
Headquarters building	16,856,772
Leasehold improvements	30,954
Furniture and fixtures	1,574,415
Equipment	3,693,435
Data processing equipment	2,768,965
Computer software	2,245,916
Automobiles	147,408
Working in process	10,498,915
	38,610,897
Less accumulated depreciation	(17,570,909)
Net property and equipment	$ 21,039,988

Depreciation expense for the year ended December 31, 2005 was $1,425,309.

NOTE 10. THE TEAMSTER AFFILIATES PENSION PLAN

The Teamster Affiliates Pension Plan (the "Plan") provides defined benefits to eligible officers and employees of the International Union's affiliates. The International Brotherhood of Teamsters reports in accordance with Statement of Financial Accounting Standards No. 87, (SFAS No. 87) "Employer's Accounting for Pensions." Contributions to the Plan are made by the International Union based on the advice of consulting actuaries.

The General Executive Board elected to curtail the Plan effective December 31, 1994, thus freezing benefits for most participants at the then accumulated level. Effective January 1, 1995, the Fund was amended to allow the affiliates to contribute on behalf of their employees. For those participants whose local unions continued to contribute, benefits were not frozen until December 31, 2001.

Effective as of January 1, 2002, no additional retirement or other benefit will be accrued under this Plan by any participant of the Plan. Any participation agreement which may have been submitted by an affiliate to, and accepted by, the Trustees of this Plan at any time on or after January 1, 1995 shall be terminated effective as of January 1, 2002 and no contribution shall be accepted by the Trustees from an affiliate on behalf of a participant employed by that affiliate with respect to any period of time beginning on or after January 1, 2002.

No individual who is initially employed by an affiliate on or after January 1, 2002 shall be eligible to become a participant of the Plan. No compensation that is received by a participant of the Plan with respect to any period of time beginning on or after January 1, 2002 shall be considered to be the earnings of that participant for purposes of the Plan. Any periods of credited service and/or vesting service earned by a participant on or after January 1, 2002 shall continue to be used to determine the eligibility of that participant to receive a retirement or other benefit under this Plan but shall not be used to determine the amount of any retirement or other benefit which that participant may otherwise be entitled to receive under this Plan.

In computing net periodic pension costs as of January 1, 2005 to be recognized for the year ended December 31, 2005, the consulting actuary used the following assumptions:

Discount rate	5.75%
Average rate of compensation increases	N/A
Expected return on plan assets	8.00

The information on benefit costs for the year 2005, as determined by the actuary, is as follows:

Benefit cost	$ (6,883,135)
Employer contributions	—
Plan participants' contributions	—
Benefits paid	49,284,429

In computing the funded status of the Plan as of December 31, 2005, the consulting actuary used the following assumptions:

Discount rate	5.75%
Average rate on compensation increases	N/A

NOTE 10. THE TEAMSTER AFFILIATES PENSION PLAN (continued)

The funded status of the Plan as of December 31, 2005, as determined by the actuary, is as follows:

Projected benefit obligation	$ (547,547,414)
Fair value of plan assets	536,336,364
Funded status	$ (11,211,050)
Accumulated benefit obligation	$ (547,547,414)
Accrued benefit cost recognized in the statement of financial position	$ (11,211,050)

At December 31, 2005, the Plan's net assets available for benefits were allocated as follows: 68% equity securities, 30% fixed income securities, 2% other net assets.

The Plan's overall investment strategy is to invest in securities that will achieve a rate of return sufficient to meet or exceed the actuarial interest assumption, which was 8.00% for the year ended December 31, 2005. In general, the Plan's goal is to maintain the following allocation ranges:

Equity securities	55% - 70%
Fixed income securities	30% - 45%
Cash and equivalents	0% - 5%

Benefits expected to be paid by the Plan during the ensuing five years and thereafter are approximately as follows:

2006	$ 49,251,191
2007	48,433,732
2008	47,582,605
2009	46,690,918
2010	45,856,267
Aggregate for five years beginning 2011	214,491,400

NOTE 11. RETIREMENT AND FAMILY PROTECTION PLAN

The International Union is the sponsor of the Retirement and Family Protection Plan (the "Plan"), a defined benefit plan that covers the employees of the International Union and the Teamsters National Headquarters Building Corporation (a wholly owned subsidiary). Substantially all of the employees participate in the Plan. Benefits provided by this Plan are determined based on years of service, level of compensation, and date of employment. The International Union pays the full cost of the Plan and annually determines the amount, if any, to contribute to the Retirement and Family Protection Plan based on the advice of consulting actuaries.

In computing net periodic pension costs as of January 1, 2005 to be recognized for the year ended December 31, 2005, the consulting actuary used the following assumptions:

Discount rate	5.75%
Average rate of compensation increase	5.25
Expected return on plan assets	8.00

The information on benefit cost for the year 2005, as determined by the actuary, is as follows:

Benefit cost	$ 10,691,841
Employer contributions	9,877,355
Plan participants' contributions	—
Benefits paid	3,383,963

In computing the funded status of the Plan as of December 31, 2005, the consulting actuary used the following assumptions:

Discount rate	5.75%
Average rate of compensation increases	5.25
Expected return on plan assets	8.00

The funded status of the Plan as of December 31, 2005, as determined by the actuary, is as follows:

Projected benefit obligation	$ (101,892,366)
Fair value of plan assets	56,520,176
Funded status	$ (45,372,190)
Accumulated benefit obligation	$ (73,466,592)
Accumulated benefit cost recognized in the statement of financial position	$ (30,013,772)

At December 31, 2005, the Plan's net assets available for benefits were allocated as follows: 54% equity securities, 24% fixed income securities, 5% cash and short term investments and 17% receivables and other net assets.

The Plan's overall investments strategy is to invest in securities that will achieve a rate of return sufficient to meet or exceed the actuarial interest assumption, which was 8.00% for the year ended December 31, 2005. In general, the Plan's goal is to maintain the following allocation ranges:

Equity securities	55% - 70%
Fixed income securities	30% - 45%
Cash and equivalents	0% - 5%

The International Union's contribution to the Plan for the year ended December 31, 2006 has not yet been reasonably determined. Benefits expected to be paid by the Plan during the ensuing five years and thereafter are approximately as follows:

2006	$ 7,525,283
2007	8,019,015
2008	8,586,790
2009	9,460,506
2010	10,394,683
Aggregate for five years beginning 2011	57,651,607

NOTE 12. TEAMSTERS NATIONAL 401(K) SAVINGS PLAN

In 1996, the International Union entered into a trust agreement to participate in the Teamsters National 401(k) Savings Plan (the Plan). The Plan beginning in April 1997, employees of the International Union who have completed 30 days of service may contribute to the Plan through payroll deductions. Participants may contribute up to 89% of their pretax salaries up to the maximum prescribed by law and an additional 5% of after-tax salaries. The International Union, as a Plan sponsor, does not contribute to the Plan and assumes no liability for the Plan's administrative costs.

NOTE 13. RELATED ENTITIES

The International Union has five related entities not included in the consolidation, which are a political and education fund (a separate, segregated fund of the International Union), two defined benefit pension plans, a defined contribution pension plan and a voluntary employee benefits trust. These entities, as well as the Strike and Defense Fund, Supplemental Benefits Trust, Teamster Disaster Relief Fund and James R. Hoffa Memorial Scholarship Fund, Inc., which are included in the consolidated financial statements, and amounts due to (from) the International Union at December 31, 2005 are as follows:

Strike and Defense Fund	$ (3,090,881)
Teamsters Disaster Relief	27,418
Teamster Affiliates Pension Plan	4,360
Retirement and Family Protection Plan	135
Voluntary Employee Benefits Trust	75,000
Supplemental Benefits Trust	(2,187,497)
Teamsters National 401(k) Savings Plan	139,586
James R. Hoffa Memorial Scholarship Fund, Inc.	169
Total	$ (5,031,710)

The International Union absorbs the administrative costs applicable to the operations of these related entities. All but the political and education fund, Teamster Disaster Relief Fund and James R. Hoffa Memorial Scholarship Fund reimburse the International Union for those administrative costs through cost sharing arrangements.

NOTE 14. POSTRETIREMENT BENEFITS

The International Union also provides certain health and life insurance benefits for retired employees meeting the requirements of a normal pension or becoming disabled and receiving a disability pension. Spouses and dependent children of these retirees are also eligible to participate. In addition, certain spouses and dependent children of deceased active employees are eligible to participate in the plan.

In 1992, the International Union adopted Statement of Financial Accounting Standards No. 106, "Employer's Accounting for Postretirement Benefits Other Than Pensions." Under Statement No. 106, the cost of postretirement benefits other than pensions must be recognized on an accrual basis as employees perform services to earn the benefits. The International Union previously expensed the cost of these benefits as claims were incurred. Based on transition provisions of Statement No. 106, the accumulated postretirement benefit obligation at the date of adoption may be recognized as the cumulative effect of an accounting change in the period of the adoption or may be delayed and amortized over a period of up to 20 years as a component of net periodic postretirement benefit cost. The International Union elected to amortize the initial post-retirement benefit obligation of $32,188,200 (adjusted for plan amendments) over a period of 20 years.

In December 2005, the International Union entered into a subscriber's agreement with the Teamsters Benefit Trust (the Plan), a multiemployer health and welfare plan, whereby the International Union becomes a participating employer in this Plan and the Plan provides health and welfare benefits to all eligible employees and retirees of the International Union. Upon participation, the obligation for postretirement benefits, other than postretirement life insurance, is transferred to the Plan. Therefore, an addition to net assets totaling $54,850,964 is shown on the consolidated Statement of Activities to

account for the transfer of this obligation.

In computing the net periodic postretirement costs for the year ended December 31, 2005 the consulting actuary used a discount rate of 5.75%.

The net periodic postretirement benefits cost for the plan for the year ended December 31, 2005 as determined by the actuary, is as follows:

Service cost	$	3,426,220
Interest cost		4,358,512
Amounts of loss recognized		239,305
Amortization of transition obligation		1,572,257
Postretirement healthcare benefits cost	$	9,596,294

In computing the funded status of the Plan as of December 31, 2005 the consulting actuary used the following assumptions:

Assumptions used to value the accumulated postretirement benefit obligations:	
Discount rate	5.75%
Assumed health care cost trend rate for the coming year:	
Medical	10.00
Prescription drug	13.00
Dental	6.00
Administrative	4.00
Rate that the cost trend gradually declined to	5.00
Year that the rate reaches the rate that it is assumed to remain at:	
Medical	2011
Prescription drug	2014
Dental	2008
Administrative	2005

The funded status of the plan as of December 31, 2005 as determined by the actuary, is as follows:

Accumulated postretirement benefit obligation	$ (395,489)
Plan assets at fair value	—
Funded status	$ (395,489)
Accrued postretirement benefits costs	$(355,422)

Benefits paid during 2005 were $2,980,513.

The International Union expects to contribute approximately $23,659 for the year ending December 31, 2006. Benefits expected to be paid during the ensuing five years and thereafter are approximately as follows:

2006	$ 23,659
2007	24,324
2008	24,946
2009	25,556
2010	26,209
2011-2015	139,772

NOTE 15. ACCRUED LEAVE

In compliance with Statement of Financial Accounting Standards (SFAS) No. 43, "Accounting for Compensated Absences," the International Union has established a liability of $2,580,655 representing accumulated future absences of its employees through the year ended December 31, 2005, which is included under "accounts payable and accrued expenses" in the consolidated statement of financial position.

NOTE 16. COMMITMENTS AND CONTINGENCIES

The International Union is involved in litigation arising in the normal course of operations. Some of the litigation involves matters common to any organization of comparable size, including personnel, employment, contract, and trademark issues.

Other litigation relates to the International Union's status as a labor organization. Much of this latter litigation is strategic, pursued by employer's intent on pressuring the International Union with respect to its conduct as a bargaining representative pursuing better wages, hours and working conditions for the members of the International Brotherhood of Teamsters.

The International Union is involved in one case which could result in significant potential liability. The case arose from the plaintiff's suspension from his position as Secretary Treasurer for a Local Union in 1996. Plaintiff sued the IBT under the Labor Management Reporting and Disclosure Act. The trial court, the United States District Court for the Southern District of New York, awarded the Plaintiff $1,456,079, which comprised damages for lost wages and benefits, emotional distress damages, punitive damages, attorney's fees and expenses and pre-judgment interest. Following an appeal, the Second Circuit reduced the emotional distress component of the award by $150,000, and remanded the matter back to the District Court for further consideration the Court's initial award of $507,106 in interest. In April 2006, the matter was settled, with the International Union agreeing to pay Plaintiff the total sum of $1,125,000. This amount was paid and the case had been dismissed.

None of the other litigation involves any substantial liability on the part of the International Union. Accordingly, no provision for any liability that may result upon final adjudication of any pending litigation has been made in the accompanying financial statements.

NOTE 17. AFFINITY PROGRAM

The International Union has entered into a multi-year License Agreement and a List Use Agreement with the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) under which the AFL-CIO has obtained rights to use certain intangible property belonging to the International Union, including the right to use the name, logo, trademarks and membership lists of the Union, in exchange for specified royalty payments to be paid to the International Union by the AFL-CIO. In turn, the AFL-CIO has sublicensed the right to use the International Union's intangible property to Household Bank of Nevada, N.A. (Household) for use by the bank in connection with its marketing of credit card and certain other financial products to members of the International Union.

On February 22, 1999, the terms of the AFL-CIO's License and List Use Agreements with Household were amended to provide for adjustments to the amounts of annual minimum royalty payments payable to the AFL-CIO during program years 3 through 5, annual minimum royalty payments for each subsequent program year, and adjustments to the set annual royalty rates applicable to program years 3 through 12. The AFL-CIO splits the royalty payments it receives with participating unions, including the International Union, based on each participating union's average revolving balances in the credit card program.

Under the original agreements, if cumulative royalty earnings (calculated based on the set annual royalty rates and the average revolving balances of union members enrolled in the program) were less than the cumulative royalty payments or advances received by the AFL-CIO, then that excess amount would be due to Household at the end of the term of the agreements. Similarly, if the advances paid to the International Union by the AFL-CIO exceeded the cumulative earnings attributed to the International Union, then that amount would be due to the AFL-CIO at the end of the term of the agreements.

The amended agreements provide that if such a cumulative "overpayment" remains at the end of program year 12, the AFL-CIO has an option to extend the term of the agreement for three additional one-year periods and receive annual minimum royalty payments in each of those years. If there is still a cumulative "overpayment" at the end of the three-year extension, the AFL-CIO will not be obligated to repay such amount to Household.

The amended agreements also provide that the International Union will be obligated to repay any cumulative overpayment to the AFL-CIO if the agreements are terminated prior to the twelfth year of the contract or if the International Union chooses not to extend the term of the agreements for the additional three years referred to above.

The International Brotherhood of Teamsters assigned any and all rights and interest it may have related to the License and List Use Agreements with AFL-CIO to the Trustees of the International Brotherhood of Teamsters Supplemental Benefits Trust.

The International Union has entered into an agreement with GMAC Insurance Company (GMACI) under which GMACI has the exclusive right to market and sell insurance coverage to International Union members in exchange for a fee of 3% of the direct written premium on policies underwritten for the plan by GMAC. The fees are payment for administrative expenses incurred by the International Union, list management services in connection with the insurance plan and for the use of the International Union name and logo.

The International Union assigned any and all rights and interests it may have related to the insurance plan agreement with GMACI to the Trustees of the International Brotherhood of Teamsters Supplemental Benefits Trust.

The International Union entered into an agreement with Union Privilege (UP) under which the International Union receives royalty payments from UP for promotion of UP's Union Plus programs to International Union members. The International Union receives $.09 times the average number of members in the International Union as a royalty fee and receives reimbursement for expenses related to promotion of UP programs. The International Union assigned any and all rights and interests it may have related to the Union Privilege programs to the Trustees of the International Brotherhood of Teamsters Supplemental Benefits Trust.

NOTE 18. LEASES

The International Union leases office equipment, office space, and residential space. Monthly lease and maintenance payments are allocated to program expenses in the statement of activities. Lease obligations under non-cancelable operating leases are as follows:

Year ending December 31, 2006	$ 1,057,583
2007	496,690
2008	397,038
2009	94,015
2010	69,599
Total	2,114,925
Thereafter	—
	$ 2,114,925

Rental payments totaled $1,222,821 for the year ended December 31, 2005.

NOTE 19. PUBLIC SERVICES ASSISTANCE FUND

The International Union established the Public Employees Assistance Fund to be maintained as part of the International Union's General Fund in 1977 and the Fund was renamed as the Public Services Assistance Fund through action at the 2001 International convention. The International Union allocates one cent of the monthly per capita tax it receives to the Fund. Expenditures from the Fund are made for day-to-day activities of the Public Services Division and for assistance to affiliates for organizing employees.

NOTE 20. SECURITIES LENDING PROGRAM

The International Union has entered into an agreement with the custodial bank for the International Union's investments which authorizes the bank to lend securities held in the International Union's accounts to third parties.

The International Union receives 70% of the net revenue derived from the securities lending activities, and the bank receives the remainder of the net revenue. Income reported in the consolidated statement of activities includes $37,873 earned by the International Union during the year ended December 31, 2005 in connection with the securities lending program.

Under this program, the bank must obtain collateral from the borrower in the form of cash, letters of credit issued by an entity other than the borrower, or acceptable securities. Both the collateral and the securities loaned are marked-to-market on a daily basis so that all loaned securities are fully collateralized at all times. In the event that the loaned securities are not returned by the borrower, the bank will, at its own expense, either replace the loaned securities or, if unable to purchase those securities on the open market, credit the International Union's accounts with cash equal to the fair value of the loaned securities.

Although the International Union's securities lending activities are collateralized as described above, and although the terms of the securities lending agreement with the custodial bank require the bank to comply with government rules and regulations related to the lending of securities, the securities lending program involves both market and credit risk.

In this context, market risk refers to the possibility that the borrower of securities will be unable to collateralize the loan upon a sudden material change in the fair value of the loaned securities or collateral, or that the bank's investment of cash collateral received from the borrowers of the International Union's securities may be subject to unfavorable market fluctuations. Credit risk refers to the possibility that counterparties involved in the securities lending program may fail to perform in accordance with the terms of their contracts. To date, the International Union has experienced no losses in connection with the securities lending program. At December 31, 2005, the fair value of securities on loan was $19,371,147.

At December 31, 2005 the fair value of the cash, securities and letters of credit collateral held for securities on loan were as follows:

	GENERAL FUND	STRIKE AND DEFENSE FUND
Collateral - cash and cash equivalents	$ 7,045,549	$ 9,982,325
Collateral - securities	2,194,625	282,399
	9,240,174	10,264,724
Collateral - letters of credit	5,281	595,950
Total	$ 9,245,455	$ 10,860,674

Letters of credit received as collateral are not recorded, but are disclosed.

In accordance with Statement of Financial Accounting Standard No. 140, the International Union has segregated securities on loan to third parties from other investments in Note 7 and has also reported the cash and securities collateral held for securities on loan as an asset and a corresponding liability to return the collateral on the consolidated statement of financial position.

NOTE 21. RESTRICTIONS ON NET ASSETS

Temporarily restricted net assets in the General Fund as of December 31, 2005 resulted from contributions from local union members, joint councils and other international unions for the renovation of the International Union headquarters building and contributions for organizing activities. At December 31, 2005 temporarily restricted net assets consisted of $313,439 for building renovations and $500 for organizing activities.

Temporarily restricted net assets in the Teamster Disaster Relief Fund resulted from contributions to be used for Hurricane Katrina disaster relief and September 11, 2001 disaster relief. At December 31, 2005 temporarily restricted net assets consisted of $250,041 for Hurricane Katrina disaster relief and $538 for September 11, 2001 disaster relief.

NOTE 22. ORGANIZING ACTIVITIES

As a result of actions taken at the 2002 Special Convention, ten percent of the annual per capita tax received by the International Union, exclusive of per capita tax received for Canadian members, is allocated for organizing activities. Allocation of funds to organizing activities for the Brotherhood of Locomotive Engineers and Trainmen (BLET), Brotherhood of Maintenance of Way Employes Divisions (BMWED) and the Graphic Communications/IBT Conference (GCC) are governed by the applicable merger agreements.

Organizing activities are as follows:

Per capita tax revenue	$ 13,494,810
Expenses	17,411,934
Decrease in net assets	3,917,124
Net assets at beginning of year	1,103,500
Net assets at end of year	$ (2,813,624)



The James R. Hoffa Memorial Scholarship Fund

2006 Essay Contest

Topic: Describe how the Teamsters Union has benefited your family and explain how you might use your education to involve the labor movement in your future.

For **Students** attending a community college, 4-year institution or a technical/vocational program, **Age 23 and Younger**, who are Children or Grandchildren **of Teamster Members.**

For an application, contact your Teamsters Local Union office or visit **www.teamster.org**

Deadline for submissions is **September 29, 2006**

ATTENTION ALL TEAMSTERS!

Article VII, § 10 of the *Rules for the 2005-2006 IBT International Union Delegate and Officer Election* (the "*Rules*") permits a nominated candidate for International office to publish campaign literature published in the *Teamster* magazine. To be nominated for the general election ballot, an IBT member: 1) had to be nominated from the floor at the 27th International Convention (with nomination, second, and acceptance being made at the floor session); 2) had to receive at least five percent of the secret ballot votes cast by delegates for the position; and 3) had to accept nomination for the ballot after the secret ballot vote.

Candidates on a slate may pool the magazine space allotted to each candidate. The order of presentation of each slate or candidate's material in this magazine was determined by a lottery previously conducted in July 2006, as the *Rules* provide, although all slate material is published before that of individual, unaffiliated candidates. Nominated candidates have the right to publish campaign literature again in the October 2006 *Teamster* magazine.

The ideas expressed in these materials are solely those of the accredited candidates. They do not reflect, in any way, the views of the International Brotherhood of Teamsters, any affiliated Unions, or the Election Supervisor. Neither the IBT nor the Election Supervisor altered any of these candidate materials. They come directly from the accredited candidates to the Teamster membership.

The dates for ballot mailing and the fall ballot tally are coming up. In consideration of holidays in the United States and Canada, the date we expect to mail ballots to the full union membership has been changed to **October 6, 2006.** The ballot count will now start on **November 14, 2006.**

Richard W. Mark
Election Supervisor

To Hoffa, "Teamster Power" is Just a PR Slogan



When these brave Teamsters went on strike against the world's biggest waste hauler, Hoffa hung them out to dry. More than 8,500 Teamsters work for Waste Management nationwide but Hoffa left 115 members of Local 813 to fight alone in New York City and condemned their strike to defeat.

Under the new contract, many

Teamsters lost their jobs to scabs.

Teamsters now pay the same as nonunion workers do for their health insurance.

www.leedham2006.org 718-287-6156

Tom Leedham

Will Put Teamster Power to Work for Working Teamsters



"Tom Leedham will back Rail Conference Teamsters against the carriers and on Capitol Hill. We joined the Teamsters to get support, not empty promises."

—Justin Eubanks, Union Pacific, BLET Division 182, Arkansas



"My company Panasonic lost work and jobs to nonunion UPS Logistics. Tom Leedham will help us win the wages and benefits we deserve by hiring members to organize the nonunion companies that are undercutting us."

—Luis Morales, Panasonic Shop Steward, Local 805, New Jersey



"Tom Leedham will help more Teamsters win national standards and contracts. Employers have a coordinated plan to cut our health benefits. Tom Leedham will lead a coordinated response."

—Joe Zagorski, Coca-Cola, Local 1035, Connecticut

www.leedham2006.org 718-287-6156

Who's Future is Hoffa Looking Out For?

Theirs or Yours?



Hoffa running mates Chuck Mack and Fred Gegare spearheaded the pension cuts in the West and Central States. Each of them will collect multiple Teamster pensions worth over $1 million, with free retiree healthcare for life.

Top Hoffa administration officials voted to cut members' pension accrual by more than half in the Western Fund even though the fund is 100% funded and has $30 billion in assets. Every Hoffa VP from the West voted with the employers to cut members' pensions. Every one of them will collect multiple pensions when they retire.

Hoffa cut pensions at our strongest fund. We can't trust him to protect our benefits at the bargaining table.



"Hoffa's pension cuts will cost me $500 a month for life when I retire. Hoffa says we need early bargaining with UPS to protect our benefits. But who will protect us from Hoffa? Vote Tom Leedham."

–John Morud, UPS, Local 162, Portland

www.leedham2006.org 718-287-6156

Fasten Your Seatbelts!

Hoffa Healthcare Cuts are Next!

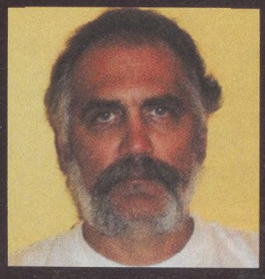
First

Hoffa cut our pensions and retiree healthcare.

Next, tens of thousands of

Teamsters will be hit by major healthcare cuts

because Hoffa diverted money for medical coverage to the Central States Pension Fund. These cuts hit Michigan Teamsters on August 1 and will spread across the Central and Southern regions unless we stop them.



"Because of Hoffa's cuts to my healthcare, my family just got hit with whopping co-pays. Our annual out-of-pocket maximum skyrocketed."

–Joe Medrano, TNT Holland, Local 614, Pontiac, Mich



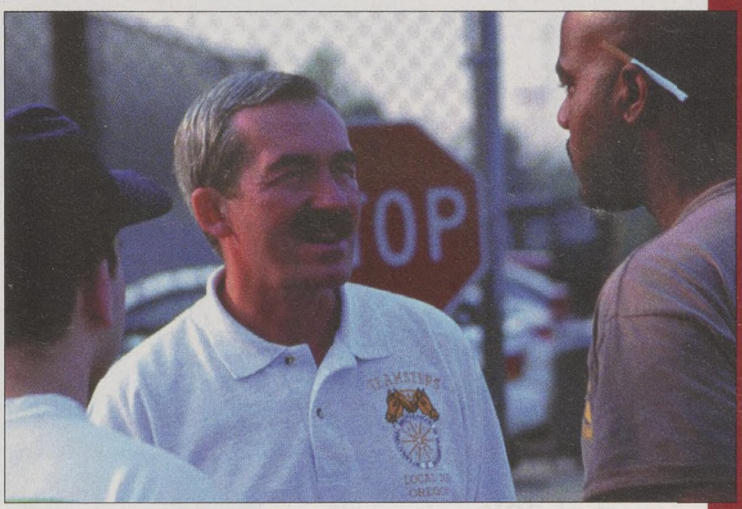
"Tom Leedham saved our benefit fund from bankruptcy. Thanks to Tom Leedham, I have great healthcare benefits and I can retire early with affordable healthcare."

–Steve Fagan, Unified Western Grocers, Local 206, Oregon

www.leedham2006.org 718-287-6156

Tom Leedham

Will Fight for Your Benefits



- **Immediately audit all major funds.** End Hoffa's cover up and give members the straight story about your pension funds.
- **Bargain higher employer contributions** to the funds by mobilizing Teamsters in contract campaigns.
- **Organize new members** into the funds to increase funding and improve benefits.
- **Hold trustees accountable** to Teamster members. No more rubber-stamping management's proposals for pension cuts.

"Hoffa Lied and Cut Our Benefits."

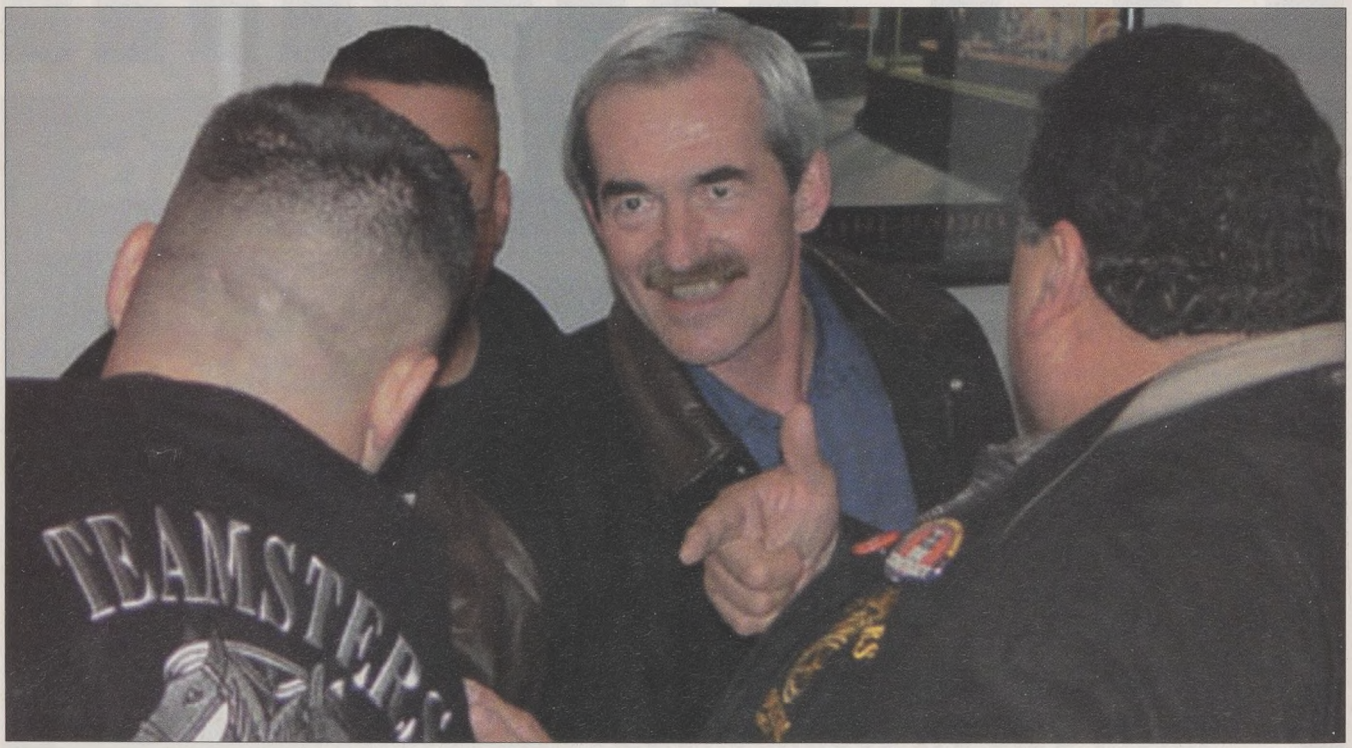


"Hoffa promised in writing that our benefits would be secure even though he knew trustees were considering cuts. His cuts eliminated 25 & 30 & Out benefits and slashed Teamsters retiree healthcare. Tom Leedham will level with the members and unite us to save our benefits."

–Rick Sather, Minneapolis Star-Tribune, Local 638, Minneapolis

www.leedham2006.org 718-287-6156

Freight Teamsters Back Leedham





"I saw firsthand how Hoffa destroyed our organizing drive at Overnite. We can't let him give a substandard deal to management at UPS Freight. That will be the end of the NMFA."

–Jim Price, Yellow Asst. Shop Steward, Local 107, Camden, NJ



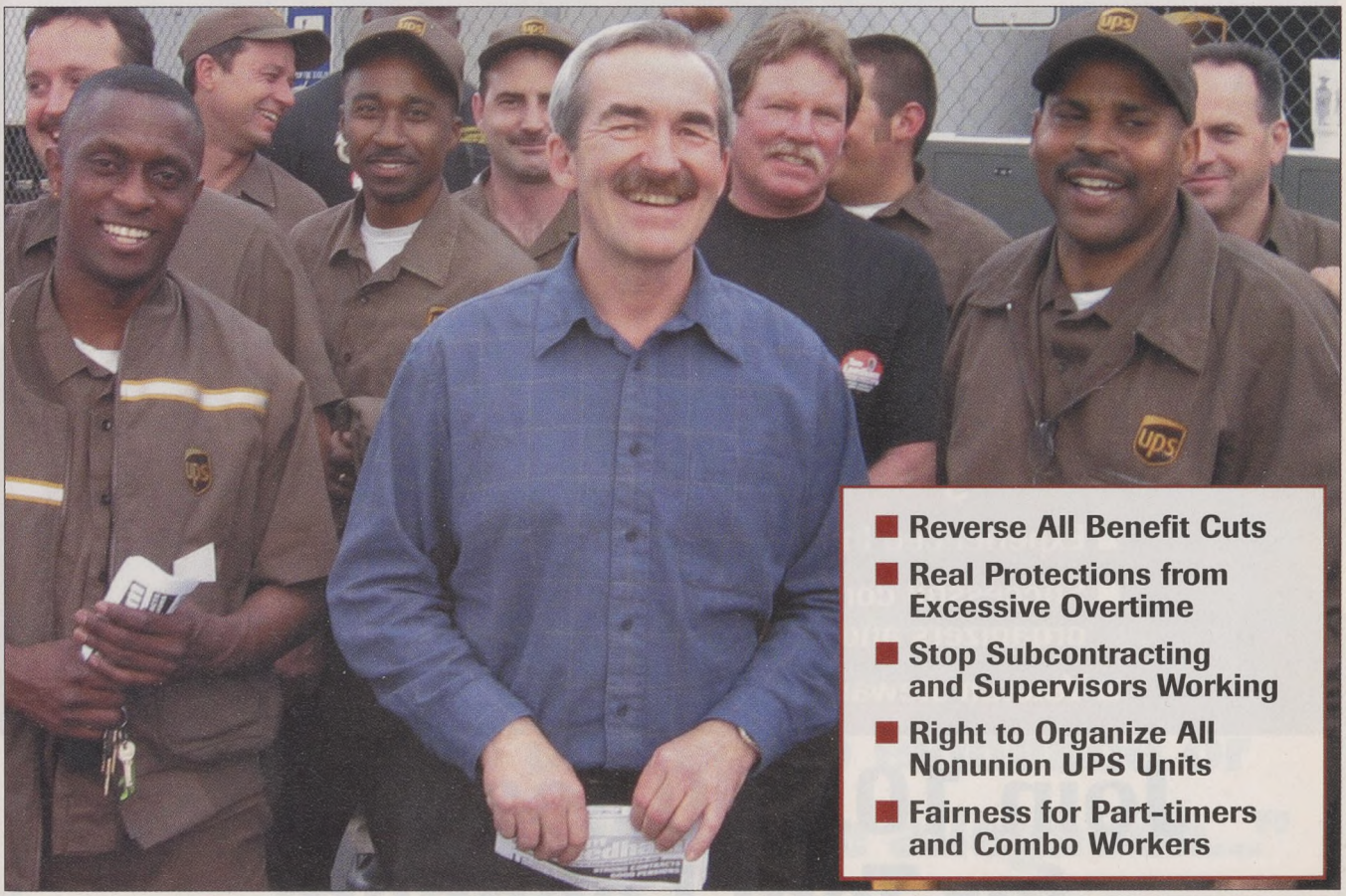
"Tom Leedham will take 1,000 Teamsters off the trucks and docks and put us to work organizing the nonunion competition and fighting for a strong NMFA."

–Travis Mapp, ABF Shop Steward, Local 728, Atlanta

www.leedham2006.org 718-287-6156

For a Strong UPS Contract Vote

Leedham



- Reverse All Benefit Cuts
- Real Protections from Excessive Overtime
- Stop Subcontracting and Supervisors Working
- Right to Organize All Nonunion UPS Units
- Fairness for Part-timers and Combo Workers



"Hoffa put us in this mess by keeping members out of the loop in the 2002 negotiations. Tom Leedham is the proven negotiator we need to win a strong contract and enforce our rights."

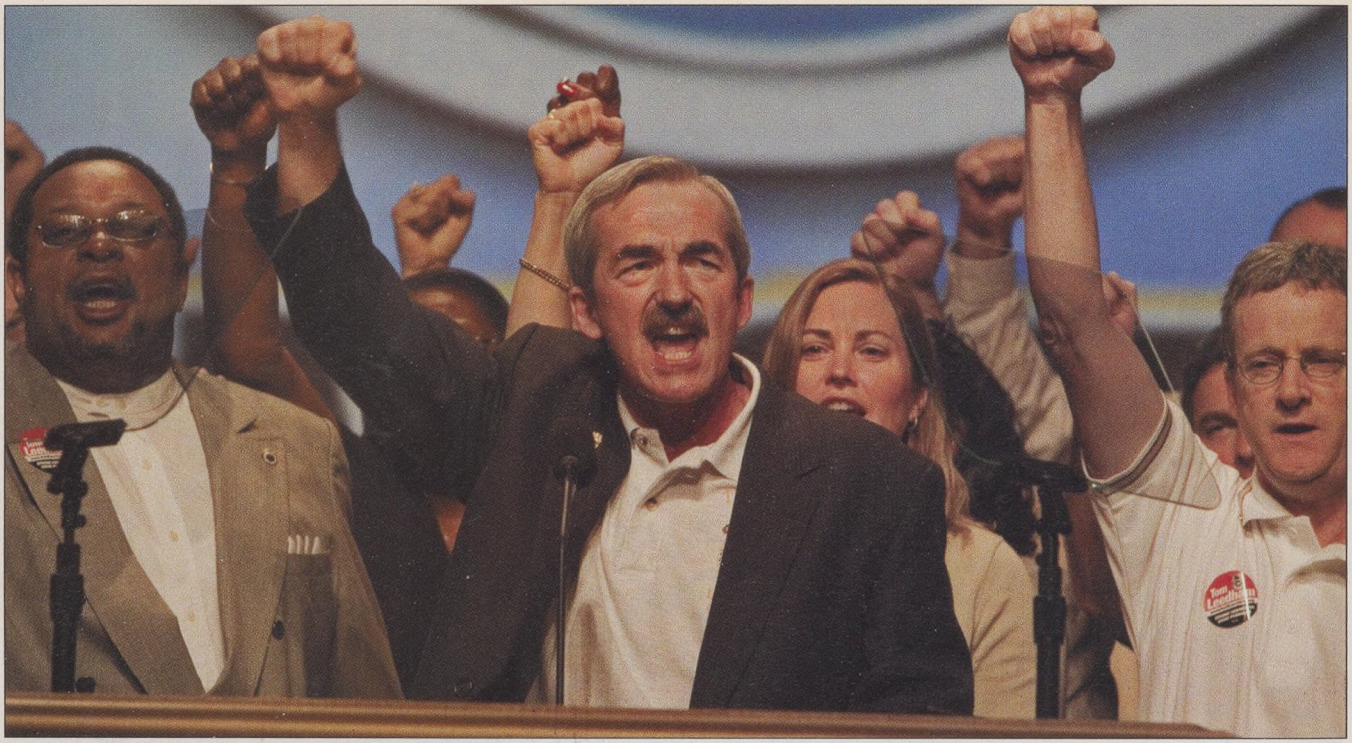
–Kathy DeBorde, UPS, Local 957, Dayton, Ohio



"Tom Leedham knows how to win real protection against excessive overtime, fairness for combo workers and part timers, and the restoration of the benefits that Hoffa cut. Hoffa's all talk."

–Dan Scott, Candidate for IBT Vice President At-Large
Secretary-Treasurer, Local 174, Seattle

www.leedham2006.org 718-287-6156



Tom Leedham

Strong Contracts, Good Pensions Slate

- Experienced International and Local Union officers
- Successful contract negotiators, pension trustees, organizers and strike leaders
- Veteran stewards to give rank-and-file Teamsters a voice

Join 10,000 Teamsters for Tom Leedham

Get campaign updates. Help spread the word.
Get out the vote for victory in November.

GO TO **www.leedham2006.org** *OR CALL* **718-287-6156**



"I signed up with 10,000 Teamsters for Tom Leedham to get the latest news. I know that if I get the information into members' hands, they'll make the right decision."

–Lawrence Cruz, UPS Shop Steward, Local 396, Los Angeles

To distract you from his failed record,

Hoffa

filled the following pages with

Lies

about Tom Leedham.

But Hoffa's lies have been investigated and exposed.

"Hoffa 2006 offered no evidence or witnesses to back up the allegation..."

OES Case No. P-06-297-062406-HQ

Every single protest by Hoffa against Tom Leedham has been rejected as bogus by the independent Election Supervisor.



"Hoffa lied to members about raising our dues and cutting pensions. Now he's lying about Tom Leedham. Fortunately, the truth is out. Hoffa's negative attacks have worn thin in my local. We're voting Tom Leedham."

—Victor Emeric, Hallett Expert Movers Shop Steward, Local 705, Chicago

Get the truth behind Hoffa's lies at **www.leedham2006.org/thetruth**

Tom Leedham Is A Front Man For Anti-Teamster Groups



Tom Leedham and TDU are being bankrolled by a union busting lawyer. Leedham took a $10,000 campaign donation from Joseph Coyne, who is managing partner at one of the top anti-union law firms in the country.*

Leedham is also backed by corporate foundations who own stock in non-union companies like Wal-Mart.

Tom Leedham is working with our enemies to weaken the Teamsters.

Don't let Leedham get away with it.

THIS OCTOBER, VOTE JIM HOFFA FOR TEAMSTER PRESIDENT.

**www.factsabouttdu.com*

VOTE THE HOFFA SLATE

Leedham And TDU Are Hurting Every Teamster





As a front man for Teamster enemies, Leedham and TDU tear down the Teamsters every day on their website.

This hurts our ability to organize new members because employers go to the TDU website or Leedham's ads in this magazine, and print out their anti-Teamster lies to scare their employees away from joining the Teamsters.

Teamsters need to grow and stay strong. We don't need a front man for our enemies working from the inside to weaken our union.

Send a clear message to our enemies – the Teamsters are united and strong.

THIS OCTOBER VOTE TO ELECT JIM HOFFA PRESIDENT.

☑ VOTE THE HOFFA SLATE

For more information about TDU go to: www.factsabouttdu.com

But Jim Hoffa will not let Leedham and TDU weaken and divide America's strongest Union.



Dear Fellow Teamsters:

I am writing today to ask you to vote for the Hoffa 2006 Teamsters America's Strongest Union Slate and to join our grassroots campaign team.

The Teamsters Union has made enormous progress under my Administration. We have become America's Strongest Union because of excellent contracts, strong pensions and health care benefits, a revitalized strike fund and a growing membership.

But all the positive accomplishments we have won could be in jeopardy if we allow our union to be divided again.

Employers and politicians will be watching closely to see how strong a margin Teamsters re-elect the Hoffa Team. They will use any sign of weakness against us.

When we negotiate from strength Teamsters win!

Help me show the employers and others who would try to divide our union how united and strong we are by joining our grassroots campaign team.

Already thousands of fellow Teamsters are distributing flyers and talking to their co-workers about the accomplishments of the Hoffa Administration and the need to elect the entire Hoffa 2006 Slate.

On the pages to follow you will be supplied with everything you need to become part of my team. We can't do it without you.

James P. Hoffa

☑ *Vote The Slate! Let's Win In October!*

TDU
Union.



TEAMSTERS • America's Strongest Union

HOFFA 2006

MEMO

TO: Teamster Members

FROM: Jim Hoffa

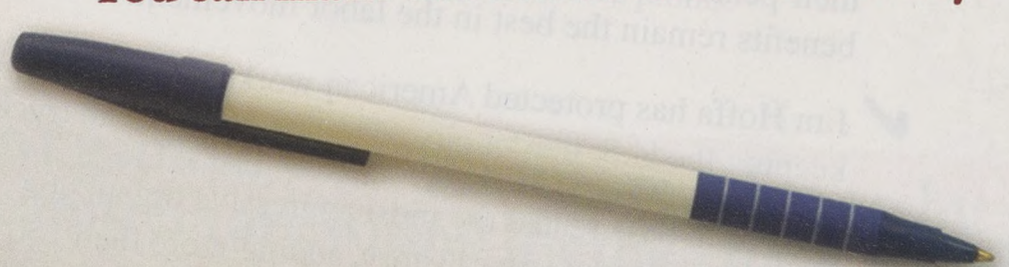
RE: How You Can Help Re-Elect the Hoffa Slate

Your help is needed to re-elect the Hoffa Slate. Here is what you can do to help keep the Teamsters Union strong:

✔ Cut out the flyers on the next few pages that are best for your worksite and distribute them to your fellow Teamster members.

✔ Fill out the form at the end of these pages to get a free Hoffa 2006 bumper sticker and become part of the Hoffa 2006 team.

You can make the difference! Do it today!





You can keep the Teamsters America's Strongest Union by voting for the Hoffa 2006 Slate.

- ✔ Jim Hoffa has restored the Teamster strike fund that was bankrupted by Tom Leedham.
- ✔ Jim Hoffa has led the fight to protect pensions and health care benefits. While workers in other unions have seen their pensions and health care benefits wiped out, Teamster benefits remain the best in the labor movement.
- ✔ Jim Hoffa has protected American workers and their jobs by keeping the U.S. border closed to unsafe Mexican trucks.
- ✔ Jim Hoffa has created the most aggressive organizing department in Teamster history, adding more than 150,000 new members in the past five years.

WWW.HOFFA2006.COM

"We want Jim Hoffa and Ken Hall to negotiate our 2008 contract with UPS."



We're voting to re-elect the Hoffa 2006 Slate because of the tremendous progress we have made at UPS.

We won't forget what they won for us in 2002:

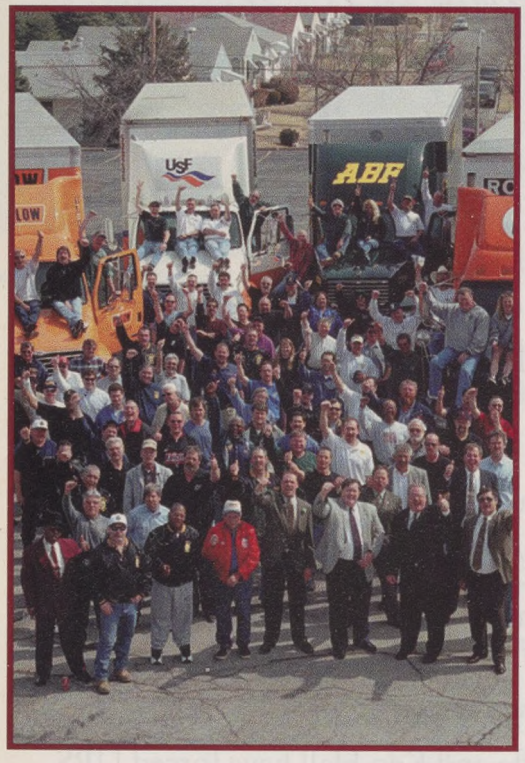
- ✔ Increased our hourly wages by over $5 when you add up each of the yearly wage increases and the COLA over the life of the contract.
- ✔ Increased health and pension contributions by $3.75/hour over the life of the contract.
- ✔ 10,000 new full-time jobs.
- ✔ Implemented a comprehensive program to hold UPS accountable and enforce our contract language.

Now Jim Hoffa and Ken Hall have forced UPS to open early negotiations for our 2008 contract in order to strengthen our pension and health care benefits and win our fair share of UPS' record profits.

We won't gamble with our future. That's why UPS Teamsters are voting for the Hoffa 2006 Slate!

WWW.HOFFA2006.COM

There is only one candidate for President who can negotiate a strong Master Freight contract in 2008 – and that's Jim Hoffa.



All Freight Teamsters should stand together and vote to re-elect Jim Hoffa and Vice President and Freight Director Tyson Johnson this fall.

Despite tough times in the freight industry, the Hoffa Team negotiated the strongest freight contract ever in 2003. Look what they won for us:

- ✔ The Right To Strike. Hoffa won back the "hammer" – the right to strike over deadlocked grievances.
- ✔ Wage increases of $2.25/hour over the life of the agreement
- ✔ A real COLA that began paying a wage increase of $.10/hour on 4/1/06.
- ✔ Health and pension contribution increases of $3.10/hour over the life of the agreement.
- ✔ No subcontracting to Mexican carriers.

But their biggest victory came this June when Hoffa and Johnson won a card-check and neutrality agreement from UPS at UPS Freight, formerly Overnite Transportation. This will open the door to finally bring Overnite into the Teamster fold.

They have kept their promise to freight Teamsters. Now it is up to us to vote this fall for the Hoffa 2006 Slate.

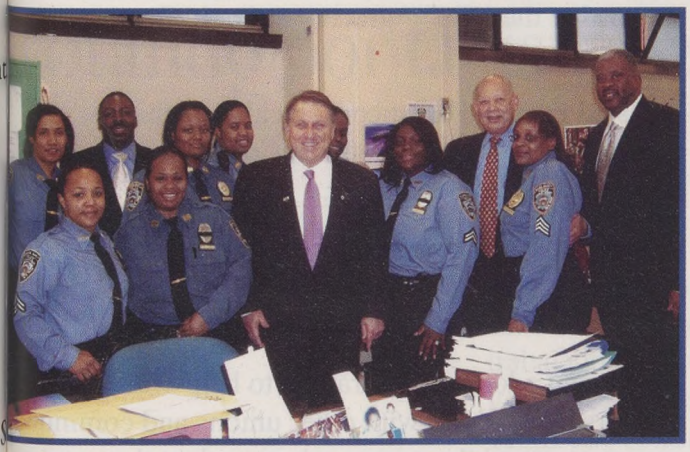
WWW.HOFFA2006.COM

There's One Name in Labor that Scares Public Sector Management: Hoffa

Whether it's the Governor, Mayor, City Manager, Police Chief or Warden, the Teamsters and Jim Hoffa bring power to us as public service workers.

Whether it's the Governor, Mayor, City Manager, Police Chief or Warden, the Teamsters and Jim Hoffa bring power to us as public service workers.

Public works, law enforcement, prisons, public housing, health care, EMT's, city workers – you name it and Teamsters do it and government officials fear us.



Jim Hoffa and the Hoffa 2006 Slate fight for public service workers at every turn:

- ✔ Strong pensions.
- ✔ Fighting privatization.
- ✔ A safe workplace.
- ✔ Improved wages.
- ✔ A real grievance procedure.
- ✔ Good health care.

We deserve the best union representation in America. Only one candidate for General President gives us the power we need on the job – Jim Hoffa.

That's why we as public employees are voting the Hoffa 2006 Slate.

WWW.HOFFA2006.COM

Warehouse Workers Are Backing The Hoffa 2006 Slate!

As warehouse workers, we recognize all the work and effort the Hoffa Team has put into the Warehouse Division after years of neglect and failure under Tom Leedham.

That's why we are voting to re-elect the Hoffa 2006 Slate.



Here are some of their accomplishments:

- ✔ Increased to four full-time industrial engineers to protect warehouse workers from unfair production standards.
- ✔ Used creative corporate strategies to deal with Kroger, who set up third party distribution when Leedham was Warehouse Director.
- ✔ Earned the full respect of the labor movement by supporting the UFCW grocery strike in Southern California.
- ✔ Assisted East and West coast locals to achieve excellent wages and benefits at Costco, the union's largest warehouse employer.
- ✔ Assisted local unions in the negotiation of hundreds of warehouse contracts that maintained area standards with a minimum number of strikes actions.
- ✔ Developed a long-term strategy to help Wal-Mart workers by working with other unions and community groups to retard the company's growth at the expense of their workers.

Warehouse workers have seen firsthand the disaster that Tom Leedham created. We won't move backwards.

That's why we're voting the Hoffa 2006 Slate this fall.

WWW.HOFFA2006.COM



Tú puedes hacer que los Teamsters sigan siendo la Unión Más Fuerte de América, votando por la lista de candidatos Hoffa 2006.

- ✔ Jim Hoffa ha reestablecido el fondo de los Teamsters para huelgas que fue llevado a la quiebra por Tom Leedham.
- ✔ Jim Hoffa ha encabezado la lucha para proteger las pensiones y los beneficios por concepto de seguro médico. Mientras que los trabajadores en otras uniones han visto desaparecer sus pensiones y sus beneficios de seguro médico, los beneficios de los Teamsters continúan siendo los mejores del movimiento obrero.
- ✔ Jim Hoffa ha protegido a los trabajadores americanos y sus empleos, al mantener cerrada la frontera de Estados Unidos para los camiones mexicanos en mal estado de operación.
- ✔ Jim Hoffa ha creado el departamento de organización obrera más agresivo de la historia de los Teamsters, al afiliar a más de 150,000 nuevos miembros en los últimos cinco años.

WWW.HOFFA2006.COM

HOFFA GEAR

Approved Resource for all HOFFA 2006 Merchandise 800.562.5766 www.hoffagear.com



▲ **License Plate**
Durable Diamond license plate with embossed and printed Hoffa logo.
Item H107 - $10.00



▲ **Brass Key Chain**
Diecast brass keyring
Item H108 - $5.00



Car & Truck Flag ▲
Nylon flag. Easily attaches to car or truck window
Item H112 - $15.00



◀ **Diestruck Enamel Lapel Pin**
Item H111 - $7.00



◀ **Photo Decal Lapel Pin**
Item H110 - $5.00

Classic T-Shirts ▶
100% cotton, short sleeve black t-shirt with Hoffa logo printed on front and back. Adult Sizes M-XXXL
Item H100 - $15.00





◀ **Baseball Caps**
Low profile, brushed twill cap with gold "sandwich" visor and embroidered Hoffa '06 logo.
Item H105 - $20.00

Get One Free Bumper Sticker with your order!



◀ **Quarter-Zip Fleece**
Black, quarter-zip microfleece jacket with Hoffa '06 logo embroidered on left chest. Available in Adult Sizes M-XXXL
Item H102 - $45.00



◀ **Polo Shirts**
Your choice: White or Black, 100% cotton pique shirt with Hoffa '06 logo embroidered on left chest in blue and gold. Available in Adult Sizes M-XXXL
White: Item H103 - $40.00
Black: Item H104 - $40.00

Model Truck ▲
Diecast 1/64 scale truck. Hand painted by the Penn Joy Company.
Item H109 - $100.00

(*) Indicates Required Information

*Name: _____
*Address: _____
*City: _____ *State: _____ *Zip: _____
*Phone: _____
E Mail: _____
*Last 4 of SSN: _____
*Select One: ☐ Active Member ☐ Non-Member
*Employer: _____
*Union Local #: _____
Credit Card: ☐MC ☐Visa ☐Amex
Card #: _____ Exp: _____
Signature: _____

Mail Order Form to: HoffaGear c/o Financial Innovations, Inc.
One Weingeroff Blvd., Cranston, RI 02910

If Paying by Check:
Members: Make Check Payable to "Hoffa 2006 General Fund"
Non-Members: Make Check Payable to "Hoffa 2006 Legal and Accounting Fu

Under the Election Rules, the campaign may accept general fund contributions **only** from active IBT members and their immediate families. IBT members who are also employers may only make contributions from their personal fu Non-member contributors may provide contributions up to $10,000 to the Hoffa 2006 Legal and Accounting Fund.

Item #	Item Name	Size	Qty	Price	Tota

SHIPPING RATES	
$1 - $20	$6.95
$21 - $75	$9.95
$76 - $100	$11.95
$101 - $250	$15.95
$251+	5% of total

Subtotal
RI Residents add 7% Tax
Shipping (see chart)
Total

RETURN THIS FORM TO GET YOUR FREE HOFFA 2006 BUMPER STICKER

HOFFA 06

www.hoffa2006.com

I want to help re-elect the Hoffa 2006 team!

- ☐ I handed the flyer out at my workplace
- ☐ I'll make phone calls to members
- ☐ I'll visit other worksites
- ☐ I'll recruit more Teamsters for the Hoffa Campaign

Name _____

Address _____

City _____ State _____ Zip _____

Local _____ Phone _____

Send me campaign updates at my email address: _____

You can also log onto Hoffa2006.com and fill out this form online.

Mail to:
Hoffa-Keegel 2006
P.O. Box 77131
Washington, DC 20013-7131

TEAMSTERS • America's Strongest Union

HOFFA 2006





Virtue-DiLeo
SLATE

An Independent Voice—
The Members' Choice For Eastern Region Vice Presidents

PUTTING THE MEMBERS FIRST. Not exactly a unique idea, just one that some so-called leaders find hard to follow. **Dan Virtue** and **Don DiLeo** don't have that problem. We're running because we do put the members FIRST. Not politics first; not power or money or influence or anything else first. **THE MEMBERS FIRST**!

INDEPENDENT. We're not aligned with any other candidates. We don't owe anyone else anything politically so we can speak our minds and make decisions based on the best interests of the members, period.

PUTTING THE MEMBERS FIRST. The right for you as a Teamster member to vote for your leadership at the IBT doesn't mean much unless you have a REAL CHOICE. We give the membership exactly that: ***a real choice*** for ***STRONG, EXPERIENCED, & OUTSPOKEN LEADERSHIP***.

Vote the Virtue-DiLeo Slate

Keep the East Strong!

Visit us to learn more at: **Virtue-DiLeo.org**



Dotty Malinsky,
Independent
Teamsters 2006 Vice President-at-Large

Think we're on the wrong track?

- **No plan for Freight organizing or winning first contracts**
- **No plan to stem independent union drives in freight, UPS or public services**
- **No plan to organize or develop women, people of color & immigrant workers**
- **No plan to address pensions & health care crisis**

What's WRONG with this picture?

- **Teamster member, steward & leader education cut by 75%**
- **Consultants, non-Teamsters & other unions run our Organizing Department**
- **Politicians on the wrong side on jobs, trade & pension issues still find our support**

Tired of "Business as Usual?" Some Teamster leaders in Washington, D.C. no longer hear what YOU say about your job and pension. I believe your opinion counts! Do you want a strong member advocate on your General Executive Board? Make your voice heard and vote Independent. Vote for me and I'll make sure your voice counts.

-

--Dotty

Put your voice to work on the Teamsters General Executive Board:

Visit my new website: http://www.freewebs.com/dottymalinsky2006/index.htm. Or, email me at: DottyMalinsky2006@hotmail.com. I'm looking for volunteers & financial support. Please contact me! Checks payable to: **Malinsky Campaign 2006**, PO Box 385288, Bloomington, MN 55438

NOTICE OF ELECTION

International Brotherhood of Teamsters

The election of International officers is being conducted by mail ballot by the IBT Election Supervisor. The positions to be elected are General President, General Secretary-Treasurer, seven At-Large Vice-Presidents, three International Trustees and eleven Regional Vice-Presidents, five to be elected by members from the Central Region, two to be elected by members from the South Region and four to be elected by members from the Eastern Region. (Three candidates for Regional Vice-President from the West Region and three candidates for Vice-President from Teamsters Canada, including the President of Teamsters Canada, were declared elected at the IBT's 27th International Convention.

On or about October 6, 2006, Election Supervisor Richard W. Mark will mail a ballot to all IBT members. The Election Supervisor will perform all functions relating to the mailing and counting of ballots. If you do not receive a ballot by October 19, 2006, if your address has changed recently if you need a duplicate ballot, or if you have any questions about this election, call 1-888-428-2006 (in the Washington D.C. area, 1-202-429-0403) immediately.

TO BE ELIGIBLE TO VOTE, a member must have his or her dues paid through October, 2006. Members may become eligible by paying any unpaid dues and initiation fees at their local union by the close of business on November 10, 2006. Members whose dues are withheld by their employer under a check off provision in their collective bargaining agreement will not be declared ineligible to vote due to the employer's failure to make timely payment of those dues to the local union. For a full statement of the rules governing voting eligibility, please see Article V of the *Rules for the 2005-2006 IBT International Union Delegate and Officer Election.*

TO VOTE, fill in the oval to the left of the candidate(s) or slate(s) of your choice.

- A vote for a slate takes precedence over a vote for an individual candidate
- You can vote for individual candidates, whether or not they are on a slate, so long as the total number of votes cast (including a vote for a partial slate) is not greater than the total number of candidates to be elected to that office.
- After marking your ballot, insert the ballot into the "Secret Ballot Envelope." Use of this envelope ensures voter secrecy. Place the Secret Ballot Envelope in the return envelope and seal and mail the return envelope. Your address information on the return envelope is required to identify you as an eligible voter. Do not obscure, change, cover or remove this information. Your vote will remain secret because the Secret Ballot Envelope containing your ballot will be separated from the return envelope and mixed with other Secret Ballot Envelopes before it is opened and your ballot is removed.

The Election Supervisor must receive your ballot by 9 a.m. EST on November 14, 2006. Only those ballots received by this date and time will be counted. The ballot count will begin after 10 a.m. EST on that day, at the IBT International Election Count Site in the Washington D.C. metropolitan area.

DO NOT GIVE YOUR BALLOT TO ANYONE TO MARK OR MAIL ON YOUR BEHALF. No person or entity shall limit or interfere with the right of each IBT member to independently determine how to cast his or her vote and to cast and mail the ballot himself or herself. The Election Supervisor shall not hesitate to impose the most severe sanctions for violation of the prohibition against solicitation of a member's ballot by any other Union member, officer, business agent, steward or other person, including, but not limited to, recommending appropriate disciplinary proceedings against members involved, referring the matter to the Independent Review Board or the Government for appropriate action under law (including the Consent Order) and, when appropriate, disqualifying the candidate on whose behalf ballots were solicited. In addition, violation of this prohibition may subject the violator to criminal prosecution under all applicable provisions of the United States Code, including, but not limited to, 18 U.S.C. Sections 241, 1503 and 1509.

NOTIFICACIÓN DE ELECCIÓN

International Brotherhood of Teamsters (IBT)

Se está llevando a cabo la elección de funcionarios internacionales mediante una votación por correo a cargo del Supervisor de la Elección de IBT. Los puestos que se elegirán serán el de Presidente General, Secretario General-Tesorero, siete Vicepresidentes Generales, tres Administradores Internacionales y once Vicepresidentes Regionales, cinco de ellos serán elegidos por los miembros de la Región Central, dos serán elegidos por los miembros de la Región del Sur y cuatro serán elegidos por los miembros de la Región del Este. (Tres candidatos al cargo de Vicepresidente Regional de la Región del Oeste y tres candidatos al cargo de Vicepresidente de Teamsters Canada, incluido el Presidente de Teamsters Canada, fueron declarados electos en la 27a Convención Internacional de IBT).

El 6 de octubre de 2006 o aproximadamente en esa fecha, el Supervisor de la Elección, Richard W. Mark, enviará por correo una papeleta electoral a todos los miembros de IBT. El Supervisor de la Elección desempeñará todas las funciones relacionadas con el envío de la correspondencia y el recuento de las papeletas electorales. Si no recibe una papeleta electoral antes del 19 de octubre de 2006, si su dirección cambió recientemente, si necesita un duplicado de la papeleta o si tiene alguna pregunta con respecto a esta elección, llame al 1-888-428-2006 (en el área de Washington D.C. al 1-202-429-0403) de inmediato.

PARA SER ELEGIBLE PARA VOTAR, un miembro debe estar al día en el pago de sus cuotas hasta octubre de 2006. Los miembros podrán ser elegibles pagando cualquier cuota impaga y los cargos de inscripción en su sindicato local antes de la finalización del horario de atención del día 10 de noviembre de 2006. Los miembros cuyas cuotas sean retenidas por su empleador en virtud de una disposición de verificación incluida en su convenio de negociación colectiva no serán declarados no elegibles para votar debido a la imposibilidad del empleador de efectuar el pago de tales cuotas en debido tiempo y forma al sindicato local. Si desea una declaración completa de las normas que rigen la elegibilidad para votar, consulte el Artículo V de las *Normas para la Elección de Delegados y Funcionarios Internacionales del Sindicato de IBT 2005-2006.*

PARA VOTAR, rellene el óvalo que aparece a la izquierda de los candidatos o las listas de su elección.

- Un voto por una lista cobra prioridad con respecto a un voto por un candidato individual.
- Usted puede votar por candidatos en forma individual, independientemente de que figuren o no en una lista, en la medida en que la cantidad total de votos emitidos (incluido un voto por una lista parcial) no supere la cantidad total de candidatos que se elegirán para dicho puesto.
- Después de completar su papeleta electoral, colóquela en el "Sobre de Votación Secreta". El uso de este sobre garantiza el secreto del votante. Coloque el Sobre de Votación Secreta en el sobre de retorno, cierre y luego envíe dicho sobre por correo. Es necesaria la información sobre su dirección que aparece en el sobre de retorno para poder identificarlo como un votante elegible. No borronee, ni cambie, cubra o elimine esta información. Su voto seguirá siendo secreto porque se separará el Sobre de Votación Secreta que contiene su papeleta electoral del sobre de retorno y se lo mezclará con los otros Sobres de Votación Secreta antes de abrirlo y retirar su papeleta electoral.

El Supervisor de la Elección debe recibir su papeleta electoral antes de las 9 a.m., hora del este, del día 14 de noviembre de 2006. Solamente aquellas papeletas electorales recibidas antes de esta fecha y hora serán contadas. El recuento de las papeletas electorales comenzará después de las 10 a.m., hora del este, de ese día, en el Centro de Recuento para la Elección Internacional de IBT, ubicado en el área metropolitana de Washington D.C.

NO LE ENTREGUE SU PAPELETA ELECTORAL A NADIE PARA QUE LA MARQUE O LA ENVÍE POR CORREO EN SU NOMBRE. Ninguna persona o entidad limitará o interferirá con el derecho de cada miembro de IBT de determinar en forma independiente cómo votar y de emitir su voto y enviar por sí mismo su papeleta electoral. El Supervisor de la Elección no dudará en imponer las sanciones más severas si se viola la prohibición que impide que otro miembro, funcionario, agente comercial, administrador u otra persona del Sindicato le pida un voto a un miembro. Entre dichas sanciones se incluyen, pero no taxativamente, recomendar los procedimientos disciplinarios que correspondan contra los miembros involucrados, remitir el asunto a la Junta de Revisión Independiente (Independent Review Board, IRB) o al Gobierno para que se tomen las medidas pertinentes conforme a derecho (incluida la Orden de Consentimiento) y, en los casos en los que corresponda, descalificar al candidato en cuyo nombre se solicitaron los votos. Asimismo, la violación de esta prohibición puede someter al violador a un juicio penal en virtud de lo estipulado por las disposiciones pertinentes del Código de los Estados Unidos, entre las que se incluyen, a modo de ejemplo, 18 U.S.C. Secciones 241, 1503 y 1509.

General President Candidates Forum

The *Rules for the 2005-2006 IBT International Union Delegate and Officer Election ("Rules")* require the Election Supervisor to conduct at least one candidate forum for all candidates nominated for the office of General President. The *Rules* allow a candidate nominated for the office of General President running on a slate with a candidate nominated for the office of General Secretary-Treasurer to designate the General Secretary-Treasurer candidate to appear as his representative at the forum.

The press deadline for this magazine is before the planned date for the Candidate Forum, but the magazine will arrive at your address after that planned date. This notice provides information available about the forum at press-time.

Who is Participating? The Candidate Forum participants will be General President Candidate Tom Leedham and General Secretary-Treasurer Candidate C. Thomas Keegel. General President Candidate James P. Hoffa exercised his right to designate the General Secretary-Treasurer candidate on his slate as his representative to appear at the forum.

Where and When? The one-hour Candidate Forum is planned for August 25, 2006, at the Jack Morton Auditorium of George Washington University, Washington, D.C.

Journalists and IBT Members Will Pose the Questions. The General President candidates were each given 40 tickets to the forum to distribute to IBT members, family, and friends. In one segment of the forum, candidates will answer questions submitted by IBT members. The rest of the questions will be posed by a panel of journalists invited by the Election Supervisor.

HOW CAN I SEE IT?

1. You can view a video of the Candidate Forum – the whole event or portions of it – on the internet. The forum is available to be viewed at **www.teamsters.org** and at **www.ibtvote.org** from a computer with internet access.

2. DVD's of the forum have been distributed to every Local Union, and you can borrow a copy there. Copies of the DVD have also been made available to the candidates to distribute.

3. Call the Election Supervisor's Office – 888-IBT-2006 – and request a copy; you will be sent one free of charge.

Is There a Transcript to Read? We plan to prepare a transcript of the Candidate Forum. You will be able to get a copy of the transcript at **www.ibtvote.org** or by calling the Election Supervisor's Office.

Richard W. Mark
Election Supervisor

Election Supervisor's Report To IBT Members

The Rank-and-File Vote for IBT International Officers – Starting in October 2006, each and every IBT member will receive a mail ballot to cast votes for the Union's International officers. Voting for International officers is every member's democratic right and responsibility: it is your union. Every IBT member has the opportunity to campaign in support of, or opposition to, any candidate in the election. Every IBT member has the right to receive campaign presentations and information. **Advise your local union of any changes to your mailing address immediately so that you will receive a mail ballot at your current address in time to allow you to participate in this important election.**

Every member has the right to vote their own ballot in secret. It is a serious violation of the *Rules* for someone to solicit, mark, or mail another member's ballot. For examples, protest rulings issued in two different delegate elections found that ballots had been collected in violation of the *Rules*. Go to www.ibtvote.org to read 2006 ESD 316 and 2006 ESD 278 and see what sanctions were issued in those cases.

Dates for Ballot Mailing and Ballot Counting – I announced dates for the ballot mailing and ballot count in earlier issues of *Teamster*. Those dates are now changed slightly.

Due to the postal service holiday schedules in the United States and Canada, ballots will now be mailed to IBT members on October 6, 2006. The ballot count will start on November 14, 2006, and will continue day-to-day until completion.

The ballot count site is in Alexandria, Virginia. All candidates and their designated observers are permitted to observe all phases of the ballot counting process. Additional information about balloting and the count will be published in coming issues of this magazine, and on www.ibtvote.org.

Candidate Forum – The *Rules* require the two Candidates for the office of General President – James P. Hoffa and Tom Leedham (or, if they choose, the General Secretary Treasurer running on their respective slates) – to participate in a Candidate Forum. At this writing, the forum is scheduled for August 25, 2006 in Washington, DC. The forum plan calls for the candidates to answer questions posed by a panel of journalists, and by IBT members. You should be able to view a recording of the forum or read a transcript of it, at www.ibtvote.org or www.teamsters.org. For further details on the Candidate Forum refer to the separate announcement in this magazine.

Political and Campaigning Rights of IBT Members – The *Rules* protect the rights of IBT members to support or oppose any candidate and it is unlawful for the International or any local union to subject any member to retaliation for exercising political rights. Candidates have the right to have display campaign literature on local union campaign literature tables or local union bulletin boards and members may put campaign bumper stickers and signs on their personal cars (but not on union-supplied cars, or employers' vehicles). Candidates and IBT members have the right to distribute campaign literature to IBT members entering and exiting employee parking lots at employer locations. This right extends to all employee parking lots where IBT members work, not just the candidate's local union jurisdiction. IBT members may also wear campaign buttons at work, if any type of buttons or pins have been worn by employees in the past, unless at the time they are wearing a campaign button they are also wearing a company uniform and interacting with the public In July, we upheld a members' right to wear campaign buttons while on the clock in a setting where the member was not interacting with the public and where employees had a pre-existing right to wear such items. *In re Misich*, 2006 ESD 323 (July 8, 2006), *affirmed*, 06 EAM 56 (July 21, 2006).

If you believe an employer, an IBT officer, or other IBT member is interfering with your political rights or retaliating against you because you have expressed your political views on the International office election, you have the right to file a protest under Article XIII, § 2 of the *Rules*. A protest must be filed within two (2) days of when you became aware of the interference or retaliation. You may also contact OES in Washington D.C., or contact your Regional Director for information on your right to be free from interference or retaliation.

Publication Review Advisory – Union publications such as monthly newsletters, magazines and websites are paid for with members' dues money. The *Rules* and federal labor law prohibit using a union publication to *endorse*, *support*, or *attack* a candidate for IBT international union office. To guard against such violations, all union publications distributed between August 2006 and November 2006 must be submitted to OES for review before publication. All local unions have been informed of this procedure (the *Publication Review Advisory* is also posted at www.ibtvote.org). For more information about the policy, or if you suspect a violation, contact OES at 888-IBT-2006 or ElectionSupervisor@IBTvote.Org.

Richard W. Mark
Election Supervisor

Your Right
Your Responsibility
VOTE!

For the Election of
International Union Officers



Ballots Mailed
October 6, 2006

International Brotherhood of Teamsters

INTERNATIONAL BROTHERHOOD OF TEAMSTERS OCTOBER 2006

TEAMSTER

Watch the Candidate Forum Online INSIDE BACK COVER



VOTE

Your Right, Your Responsibility

www.teamster.org

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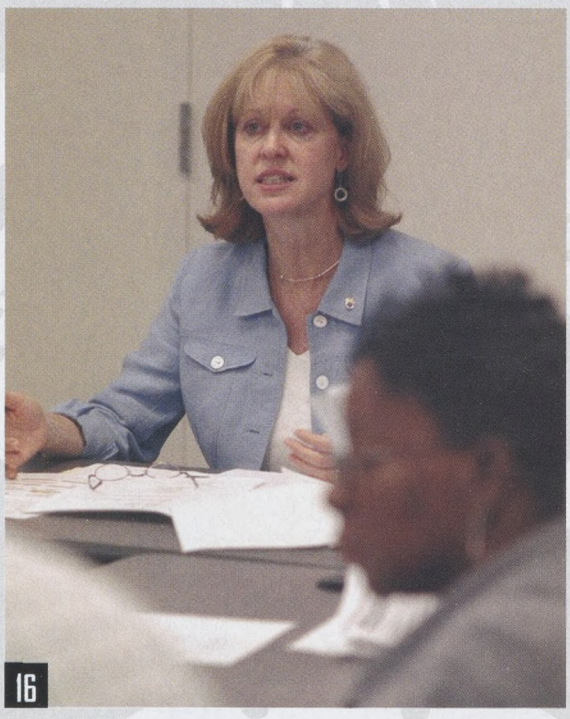
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TEAMSTER
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A MESSAGE FROM THE GENERAL PRESIDENT

VOTE!

Throughout the pages of this magazine, you will see advertisements that read "VOTE! Your Right. Your Responsibility."

In the following weeks, you will receive a ballot for the 2006 International Election. It is my hope that you take the ballot and cast it for the candidates of your choice.

You, the members, have an unprecedented say in the future of your union that many other international union members don't have. I urge you to take advantage of this opportunity.

The only thing voting will cost you is the time you invest to learn about the issues and the ink it takes to mark the ballot. But not voting costs much more. It sends a message to employers and the public that as voters, we don't value democracy.

Voter turnout is critical to building a healthy democracy. A union is not a corporation. Members are more than shareholders who are valued by their holdings. Each Teamster has an equal voice in our elections and every vote counts.

Mid-Term Elections

The Teamsters Union election is not the only important ballot you will cast in November. Mid-term elections will be held on November 7, 2006.

The mid-term elections will impact every state in one way or another, and will affect unions and working Americans dramatically.

In the United States Senate, 33 of the 100 seats are being contested. The election for members in the House of Representatives is scheduled for the same day, as well as many state and local elections, including those for 36 state governors.

These elections are critical to our future. We must remind lawmakers that they represent us—working people—not Big Business and Corporate America. Politicians must be held accountable for the actions they take and the votes they cast. If they do not stand with us, we should not stand with them on Election Day.

I urge you to make sure your ballots are cast for pro-labor candidates. Study the issues and see where candidates in your area stand on issues such as jobs, pensions and health care. Support candidates that support working families.

We have a chance to send a message to our elected representatives on November 7, but we can only do it if we remember to GET OUT AND VOTE!

James P. Hoffa



Organizing Freight

California Locals Organize Nonunion USF Bestway Sites

The heat was unbearable in Lou Hurlbut's USF Bestway cab this summer.

"I was suffering a lot from heat distress one day and a supervisor told me to get back to work," said Hurlbut, a two-year city driver who does pick up and delivery in Sacramento, California. "I had no recourse then, but now that I am a Teamster, I have a way to address unreasonable orders like that."

Hurlbut is a member of one of two units of USF Bestway workers who became the newest organized Teamsters in California this summer. The workers, a unit of 45 at the Sacramento terminal and a unit of 28 in Modesto, are being organized under the Teamsters' card-check/neutrality agreement with the company, which was ratified on July 2.

"We are expanding our power in freight with courageous new members who stood up to form a union," said Jim Hoffa, Teamsters General President. "Having card-check/neutrality really sped up the process."

Card-Check/Neutrality

The dockworkers, line drivers and city drivers at nonunion sites in the West were organized through the Master Bestway Agreement card-check\ neutrality clause negotiated in the Southwest and Southeast.

Workers signed cards to form a union for increased job security, seniority rights, a way to address favoritism and improved pension benefits.

"The agreement paved the way for us to have a voice at the table," said Terry Toler, a 12-year local city driver and committee member in Modesto. "I used to be a Teamster and it feels great to be one again after our three-year battle to get people together."

Teamsters will be working to organize additional USF Bestway locations that are nonunion within the coming months.

"It is our priority to organize nonunion freight drivers nationwide," said Tyson Johnson, Director of the Teamsters Freight Division. "Since we have card-check/neutrality, we need to keep up the effort to organize USF Bestway workers so more workers can enjoy a better life."

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To Your Health

National-Alamo Workers' Contract Sets Milestone

National-Alamo workers from Local 495 in Los Angeles recently ratified a new contract by a 3-1 margin and, in the process, secured an improved health insurance plan. The three-year agreement covers more than 300 service agents, shuttle drivers, mechanics, rental representatives and lot personnel at Los Angeles International (LAX), Burbank, Long Beach, and Orange County airports.

"This new contract represents a significant turning point," said



Jim Lennox, a business agent for Local 495. "The company and the car rental industry have thrown us many challenges over the past several years. Still, we showed our strength and won our biggest demands."

With focus and resolve, members achieved their top priority: a better health insurance plan. The bargaining unit got the company to agree to offer Kaiser as a health plan provider. The change means huge savings for members while improving benefit levels.

The company claimed that Kaiser was too expensive. However, Bob Lennox, Secretary-Treasurer of Local 495, demonstrated that the proposed plan made the most sense financially for the workers and the company.

"We spent years trying to change our health plan," said Morris Clardie, a service agent and shop steward. "I have three children, one with chronic asthma. This means a lot."

A Contentious Fight

"The company tried to play hardball," said Sharon Carter, a rental representative and shop steward at LAX. "But we let them know we meant business."

Local 495 workers were up for the challenge. Members unanimously voted to authorize a strike. They ensured everyone was educated about the issues. The committee remained united and made decisions as a group.

Health care was not the only area where the workers made significant improvements. For example, Local 495 spearheaded a successful effort to stop the company from implementing a sales quota program for all rental representatives. The defeated program set arbitrary goals and could have been used to unfairly discipline workers.

Other highlights included:

- Higher starting rates;
- Return of a hard raise in the third year of the contract;
- Improvements in vacation benefits; and
- An end to double shifts.

"We did our part by sacrificing and going without raises for over three years to help this company get back on its feet," Clardie said. "With things improving, it is time for us to be rewarded."



Mr. Marcinkowski Goes To Washington

Michigan Teamster Running for Congress



"America is not for sale. Not our jobs, not our pensions, not our health care, not our national security," said Jim Marcinkowski, a Local 214 Teamster who is running for Congress.

Marcinkowski, a Democrat running in Michigan's 8th District, has already been endorsed by many labor and political organizations. He was born in Detroit and lives in Lake Orion. As a member of Detroit's Local 214, he understands issues concerning the labor movement and working Americans.

"We should not devalue the American worker by continuing to reduce benefits and real pay," Marcinkowski said. "Overtime protections need to be restored and the federal minimum wage should be raised."

Pro-Labor Democrat

Trade agreements like NAFTA and CAFTA are costing Michigan and its workers billions of dollars, he said.

"We cannot and should not compete in a race to the bottom of safe workplaces and living wages. Rather than 'free trade' agreements, which only take into account dollars and cents, we need fair trade agreements that will take into account pollution, child labor and local economic impacts, helping Michigan's economic growth."

His career has included time spent working for the Navy, the Central Intelligence Agency (CIA), the Prosecutor's Office in Oakland County, Michigan and the Deputy City Attorney in Royal Oak.

For more information on Marcinkowski's campaign or to donate to his campaign, visit his web site at www.vote-jim.com.

Justice Prevails In Kansas

Juvenile Corrections Officers Join Teamsters

Juvenile corrections officers across Kansas recently joined Local 696 in Topeka and Local 795 in Wichita, taking their first step toward fixing a number of problems in the workplace.

The unit is comprised of 234 officers who work in four facilities statewide. The officers felt that they needed to bring in a strong union after encountering growing problems at work, including forced overtime, low staffing, high turnover, arbitrary policy changes and favoritism.

"Our morale was at an all-time low," said Michael Stamps, a five-year corrections officer at the Topeka facility and a member of the organizing committee. "We felt we needed a strong voice in the workplace and we knew the Teamsters could provide it."



Outstanding Response

Corrections officers statewide mobilized, signing cards to show their support for bringing the Teamsters in as their bargaining representative.

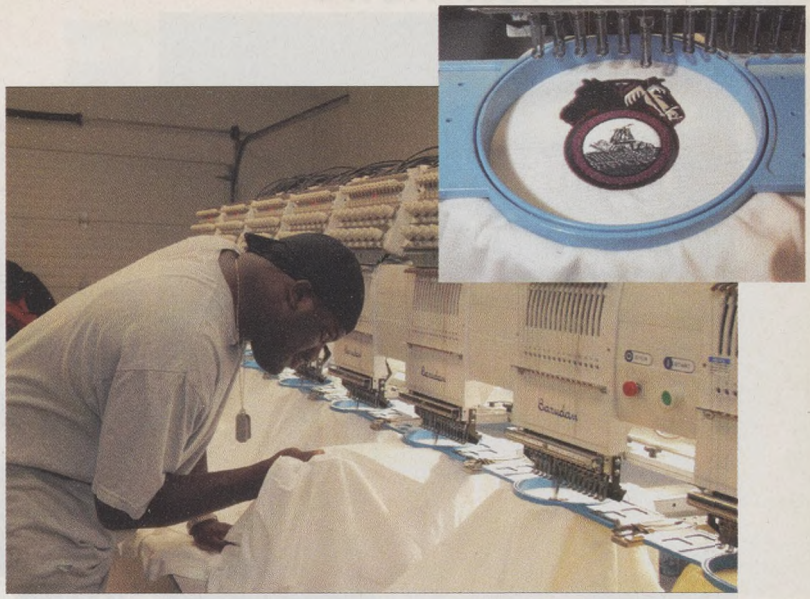
"The response from the officers was outstanding," said Bill Moore, President of Local 696. "They really showed their enthusiasm from the start. They wanted a strong union to represent their issues in the workplace. The four locations, which are spread out over a 200-mile radius, were joined together by the desire for representation from the Teamsters Union."

The transition has been very smooth, with union officials already representing some corrections officers during grievance procedures.

"We're happy they have made the first step toward becoming Teamsters and securing a strong contract and we look forward to representing them," said Jesse Castillo, President of Local 795. "We have a long haul ahead of us but we have gotten over the first hurdle."

Made In The USA

Makers of Teamster Products Ratify Contract



The men and women who make the items available at the Teamster Store recently ratified a strong Teamster contract, which boosts wages and benefits and provides the workers with added security.

American Time/American Products workers in Rochester, New York, are members of Local 118 and make Teamster merchandise and apparel. The contract covers the 12 employees who work in the embroidery, graphics, screen print and fire retardant departments, as well as those who work as outside account representatives.

"The employees were concerned with seniority rights, overtime, and health and welfare benefits," said Paul Markwitz, a business agent and trustee with Rochester-based Local 118. "This contract addresses those issues."

For Ernie Dodge, a steward and outside account representative, the biggest improvement is in the camaraderie he and his coworkers feel as a result of achieving a well-deserved contract.

This has brought everyone together," Dodge said. "We now have health insurance, paid vacations and paid holidays."

"American Time/American Products workers provide great products for unions," said Steven Mazza, President of Local 118. "They deserved this contract."

TEAMSTER-MADE



Devle in the Details

For 100 years, Eppinger Manufacturing has been making some of the most popular fishing lures in the world. Eppinger is now the only major, family-owned manufacturer of fishing lures still made in the United States, and Teamsters are making it happen.

Local 299 in Detroit represents workers at the Dearborn, Michigan-based company that puts out the lure with the oddly-spelled name: Dardevle. *Field & Stream* magazine has called the Dardevle the number one fishing lure in the world. They are made by many of the same craftsmen who have made Eppinger lures for years.

"I've worked here for 40 years," said Margaret Falsetti, a Local 299 Teamster. "I like working here and I get to do almost everything."

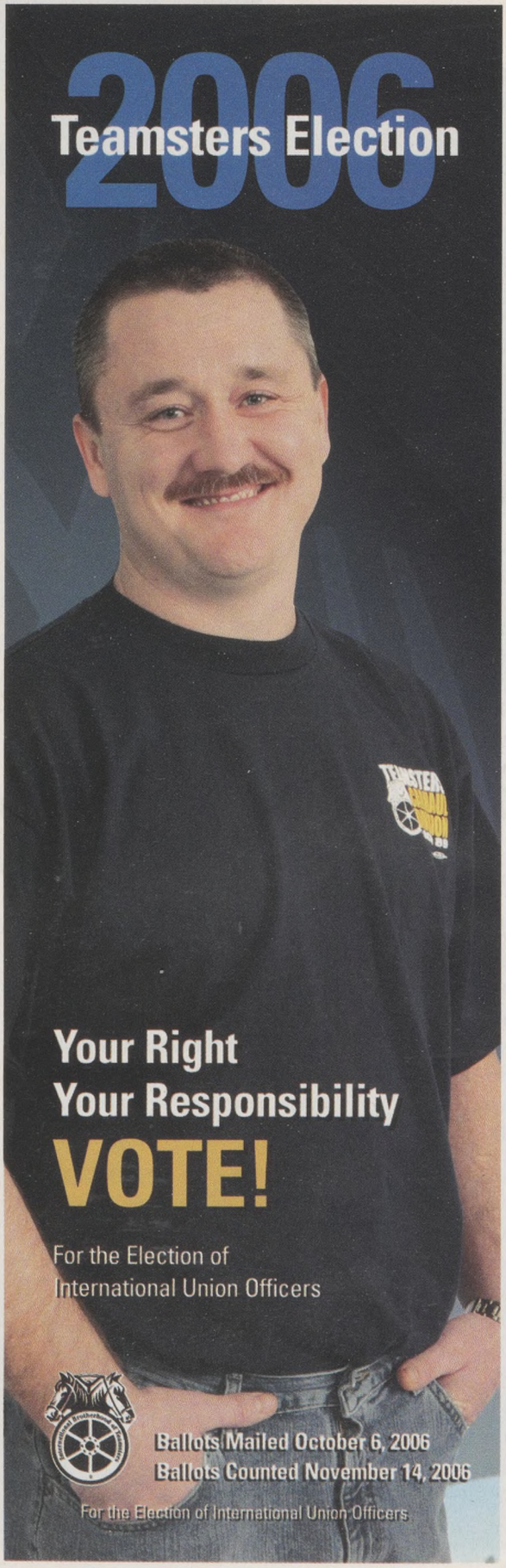
A Nice Place to Work

Millie Culevski, the shop steward, has worked at Eppinger since she moved to the U.S. from Macedonia in 1969. "It's nice working here," she said. "I like everyone I work with."

The lures go through a hand-crafted process that takes two days to complete. First, brass or copper blanks are stamped and polished. The "spoon" then gets primed and Teamsters apply four or five coats of lacquer. Detailing is then done by airbrush and hand-painting. A final coat of clear lacquer sealer is then applied and the familiar Dardevle trademark is applied.

For more information on Eppinger and the lures, visit www.dardevle.net.







English Lesson

Bus Drivers Disrupt Shareholder Meeting Overseas

First Student driver Dean Phinney was amazed when he saw how bus drivers working for FirstGroup, the parent company of First Student, were treated in the United Kingdom.

"The workers in the U.K. even had a union office at their workplace," said Phinney, a three-year bus driver at First Student in Iowa City, Iowa. "They respect the union in the U.K. and we want the company to treat us with the same respect in the U.S."

In mid-July, First Student bus drivers from Baltimore and Iowa City joined their U.K. counterparts from the Transport and General Workers (T&G) Union in Scotland to urge the company to adopt a shareholder resolution that would protect a worker's right to organize a union.

Phinney and Sheila Wactor, a bus driver from Baltimore, shocked the attendees of the annual shareholder meeting with their stories about the company's harassment and intimidation of union supporters.

In early June, Wactor and her 275 coworkers voted overwhelmingly to join Local 570 in Baltimore.

Organizing Victories

The win in Baltimore followed another victory at First Student in Iowa City, where 111 drivers and aides voted to join Local 238 in Cedar Rapids, Iowa. The victories were the first two in a campaign to organize private school bus drivers across the country. First Student waged a vicious anti-worker, anti-union campaign at both locations.

Now that these workers have formed a union, they are fighting to make sure other First Student workers won't have to endure what they did.

"They thought I was a fighter before but they got something on their hands now," said Wactor, who has driven for two years at First Student. "My eyes were opened on this trip to the importance and power of trade unions by seeing how workers in the U.K. had a greater voice. I have returned home thinking that we can achieve the same power here."

Flight Plan

3,400 US Airways Workers Covered by Contract



Approximately 3,400 customer service representatives (CSRs) at the former America West are covered by a labor contract at US Airways, ensuring wage increases and job protections as the airlines merge. The agreement was reached by the Airline Customer Service Employee Association—IBT and CWA.

"I'm very happy that there's something in writing," said Debbie Morrow, 16-year America West/US Airways CSR at McCarran Airport in Las Vegas. "There are guidelines, and everybody is on the same page."

The agreement brings the CSRs at the former America West under coverage of the contract negotiated earlier this decade by the Communications Workers of America (CWA) and US Airways. Teamsters maintain their superior vacation time and holiday leave until 2008 and will receive hourly wage increases that total up to $5 an hour as their pay rates rise over the next year-and-a-half to those of current US Airways CSRs.

In addition, the agreement secures inclusion in the US Airways profit-sharing plan for this year; the opportunity to receive US Airways pension benefits as of January 1, 2007; and seniority for service with America West.

"We are pleased that through our partnership with the CWA we have succeeded in expediting what could be a very long process of negotiating a first collective bargaining agreement for our passenger service members at US Airways," said Jim Hoffa, Teamsters General President.

Positive Association

Including CWA members, approximately 6,600 CSRs in the US Airways system are now under the CWA-negotiated contract, reached earlier in the decade and scheduled to become amendable in January 2012.

Day-to-day representation for US Airways passenger service workers was determined by dividing the country in halves. Generally, workers in the western half of the United States are Teamsters, while those in the eastern half are CWA members.

Last September, America West and US Airways merged to form the sixth-largest air carrier in the country. The following month, America West and US Airways CSRs voted in favor of joint representation by a body comprised of Teamsters and CWA representatives, the Airline Customer Service Employee Association.

"When America West and US Airways announced their merger last year, being Teamsters was incredibly beneficial," Morrow said. "US Airways couldn't simply dictate what would happen to us—we had a voice and we stood together."

"CWA and Teamster members, working together, have built a strong, united passenger service group that will continue to make advances for agents at US Airways," said Don Treichler, Teamsters Airline Division Director.



TEAMStar

Early Retiree Health Plan

The IBT is proud to make available the TeamStar Early Retiree Health Plan. This plan makes limited benefit, basic hospital, medical and surgical insurance available to Teamster members and their families. It is designed for those who have retired before age 65 and find themselves caught in the gap – not yet eligible for Medicare and either totally without health insurance or seriously under insured.

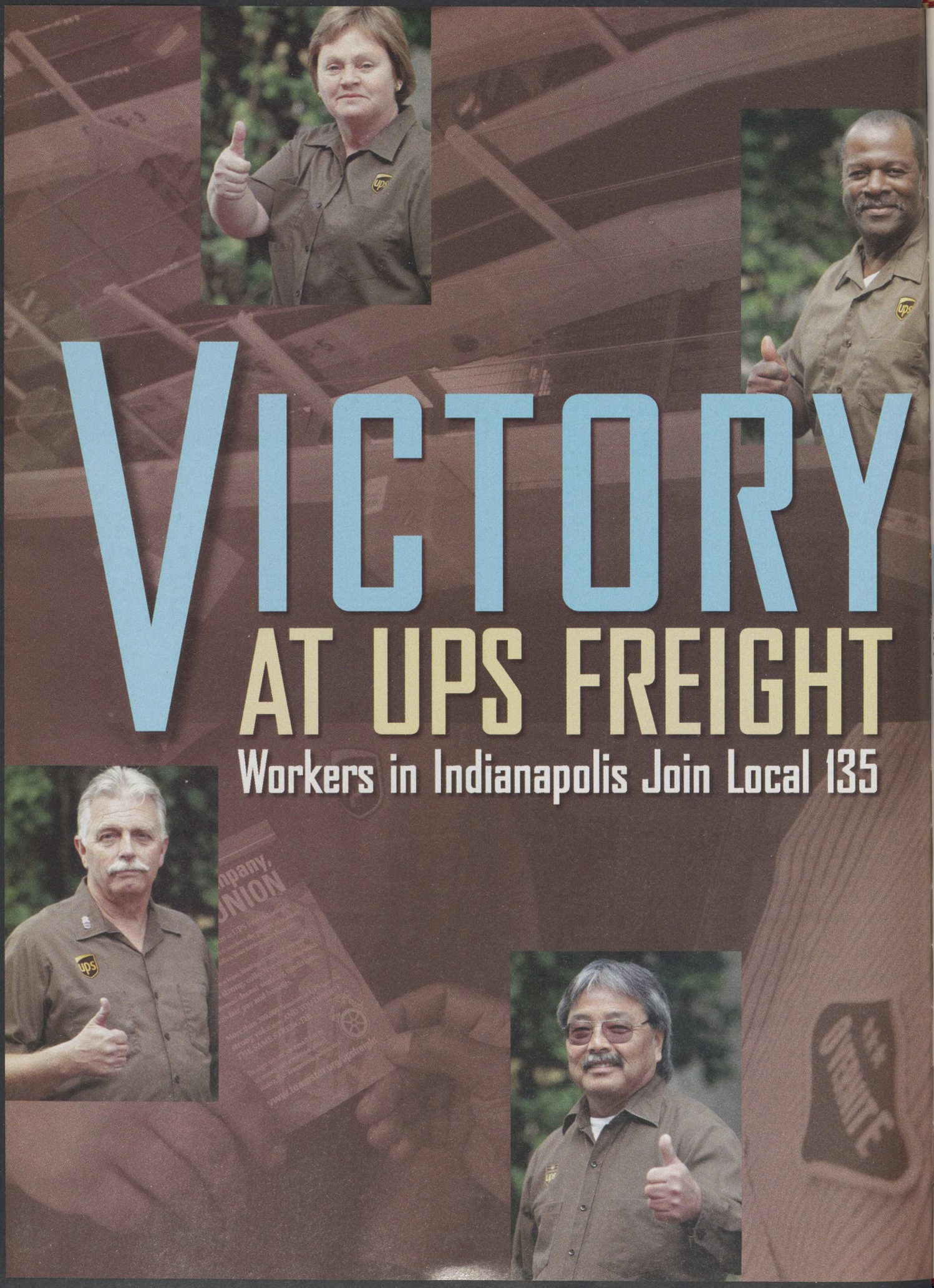
The TeamStar Early Retiree Health Plan provides coverage for hospital and surgical expenses (including hospital benefits up to $100,000 per sickness or accident), outpatient non-surgical charges, ambulance charges and an accidental death benefit. **This coverage is offered at group rates available to Teamster members only.**

This is a limited benefit policy and does not cover all your health care expenses.

For a free information packet, call 1-800-808-3239
There is no obligation and no agent will call on you.

The TeamStar Early Retiree Health Plan is currently available in AK, AL, AR, AZ, CA, CO, DC, DE, GA, HI, IA, ID, IL, IN, KS, KY, LA, MA, MD, MI, MO, MS, MT, NC, ND, NE, NJ, NM, NV, NY, OH, OK, OR, PA, RI, TN, UT, VA, WA, WI, WV, WY. The program should be available soon in the remaining states.

RAE51320



VICTORY
AT UPS FREIGHT
Workers in Indianapolis Join Local 135



> **"I've worked at UPS Freight for a year, but I worked as a Teamster before that, so I know about the Teamster difference. There is no comparison between being a Teamster and working at a nonunion company. The pay, the benefits and the job security are all far superior as a Teamster."**
>
> – JESSE DEWEESE, UPS FREIGHT DRIVER, LOCAL 135

JESSE DEWEESE, A UPS FREIGHT DRIVER IN INDIANAPOLIS, SAID HE is looking forward to a much brighter future now that he and his coworkers have joined together to form a union with Teamsters Local 135.

"I've worked at UPS Freight for a year, but I worked as a Teamster before that, so I know about the Teamster difference," DeWeese said recently, just hours after learning that he had become a Teamster at UPS Freight. "There is no comparison between being a Teamster and working at a nonunion company. The pay, the benefits and the job security are all far superior as a Teamster. My coworkers and I are all celebrating today—it feels like a big party."

Earlier, the Teamsters won a card-check and neutrality agreement for one location at UPS Freight, formerly Overnite, and the union kicked off the campaign in Indianapolis under the jurisdiction of Local 135.

In early August, an arbitrator confirmed that a majority of workers at UPS Freight in Indianapolis had signed authorization cards to join Local 135.

Indianapolis Kick Off

The Teamsters kicked off the campaign in Indianapolis because of strong support from workers like DeWeese.

And on September 6, the Teamsters began negotiations with UPS Freight for a first contract.

"The plan is to negotiate a strong contract in Indianapolis, and with that contract we can answer many of the potential questions UPS Freight drivers would have about joining the union," said Ken Hall, Director of the Teamsters Parcel and Small Package Division. "The contract will be the tool we use to successfully organize other terminals."

Assistant Freight Division Director Gordon Sweeton serves as Co-chairman with Hall in the contract negotiations. Danny Barton, President of Local 135, attended the opening of contract talks.

"We're on our way to negotiating a strong contract for my newest members of Local 135," Barton said. "As the Teamsters have done at Menlo, we will negotiate a model contract for my members that will be used as a tool to organize the more than 300 other UPS Freight terminals."

The Teamsters also used a card-check agreement at Menlo, now UPS Cartage Services, to organize nearly 2,000 formerly nonunion workers when they became part of the UPS family.

Protecting Pensions

Barton said UPS Freight workers in Indianapolis and elsewhere are concerned about protecting their current pensions.

"During the negotiations, we will fight to ensure that UPS Freight workers' retirement security remains secure," Barton said. "I keep reminding my UPS Freight workers that Teamster contracts protect pensions to ensure that pensions are there when they retire."

During the opening of contract negotiations, Jim Kimball, Director of the Teamsters Economics and Contracts Department, made a presentation about the economic state of the less-than-truckload (LTL) industry and UPS Freight.

"Mr. Kimball's presentation bolsters our position that the company needs to negotiate a fair and reasonable contract," Barton said. "That is our position and we will make that clear throughout negotiations."

UPS Members Provide Valuable Guidance

Workers Share Contract Priorities

Thanks to the efforts of UPS Teamsters across the country, UPS agreed to the union's demands to come to the bargaining table to begin early contract negotiations for the 2008 National Master United Parcel Service Agreement.

Negotiations began on September 19.

Prior to the kick off of negotiations, rank-and-file UPS Teamsters provided valuable insight in late August during a meeting in preparation for the start of contract negotiations.

The 17 rank-and-file members from across the country, representing full-time and part-time workers from a variety of job classifications, talked about pressing issues with Parcel and Small Package Division Director Ken Hall and other staff members from the International Union.

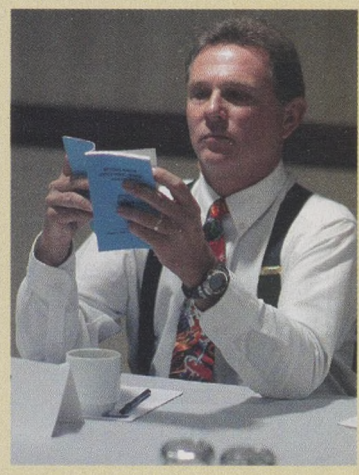
"We're going to use your comments as a guide in the negotiations," Hall told the group. The national UPS contract expires on August 1, 2008.

Pensions, Health Care

As expected, the rank-and-file members said protecting pensions and health care for retirees and current workers are their top priorities. In a recent survey of Teamster members at UPS, 89 percent of those surveyed urged the union to pursue early contract negotiations so that members' pensions and health care will be protected in the future. The poll results reflected an earlier scientific survey of UPS Teamsters.

"Pensions are the number one priority of my coworkers," said Bruce Self, a marshaller at the UPS Worldport hub in Louisville, Kentucky and member of Local 89 in that city.

"Health care is another major concern," Self said. "We want to see our health insurance kept intact."



Other Concerns

The members also discussed many other issues, including safety and health, job security and rights on the job.

"I'm trying to look out for the part-timers, especially the inside people," said Linda Hunt, a part-time combination air driver and member of Local 326 in New Castle, Delaware.

Hunt would like to see higher starting pay for part-time workers and improved safety conditions.

"I'm happy to be here to share my coworkers' concerns," Hunt said. "The International Union is listening to the rank-and-file membership so that our voices are heard."

Rosemarie Montes, a part-time sorter and member of Local 355 in Baltimore, cited safety issues at her center.

"We need more follow-up hazmat (hazardous materials) training," Montes said. "In general, the company needs to do a better job addressing safety issues. For example, I arranged for my coworkers and I to get grip gloves using the safety money spelled out in the contract. That made a big difference."





Bright Future

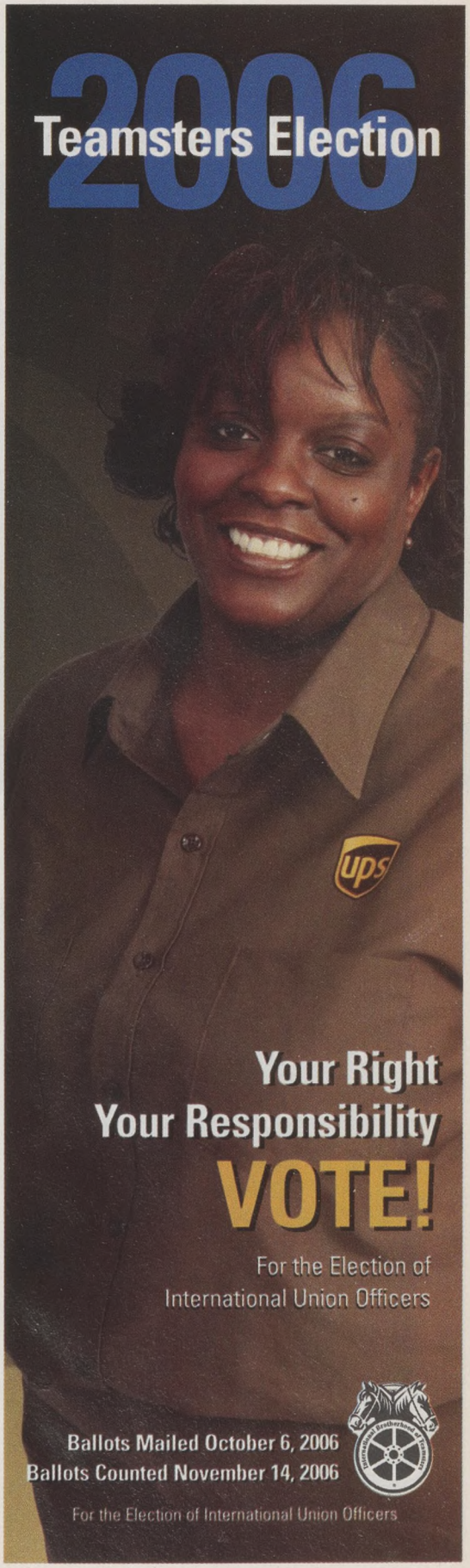
In his presentation, Kimball cited statistics from the U.S. Department of Transportation and other sources. According to the presentation:

- Over the next 10 years, the U.S. economy is projected to increase by 38 percent and the U.S. population by 9 percent;
- Transportation and warehousing employment is expected to increase by 22 percent over this period, faster than employment as a whole at 15 percent;
- Domestic freight transportation by truck, rail, water and air modes grew by about 20 percent from 1993 to 2002 and is expected to increase another 65-70 percent by 2020;
- International shipments are expected to increase even faster over this period—by about 85 percent; and
- A steady, reliable workforce with lower turnover is essential for continued financial strength.

In addition, Kimball said UPS Freight is in a strong position financially. According to his presentation:

- Revenues at Overnite/UPS Freight grew by an annual average of 10.3 per-











cent from 2000 through 2005;

- Gross profit at Overnite/UPS Freight has increased by 28.5 percent over the period of 2002 to 2004; and
- Net income at Overnite/UPS Freight has grown by an annual average of 24.5 percent from 2000 through 2004; primarily on the strength of income growth in 2002 and 2004.

Kimball said the outlook for the LTL industry is very favorable, as revenues for the top 10 LTL firms have grown to more than $39 billion in 2005.

In summarizing his presentation, Kimball said the LTL industry is poised for continued growth, employment will increase and earnings will be solid.

Winning Strategy

Organizing one location and negotiating a strong contract is a better method than trying to organize multiple locations at once. There are currently more than 300 UPS Freight terminals around the country. The Teamsters had organized numerous locations at Overnite in the past but were unable to negotiate any contracts. The Teamsters led an unfair labor practices strike against Overnite from October 1999 until October 2002.

Barton is excited that workers in his jurisdiction will help launch the nationwide campaign.

"The old way of organizing at Overnite doesn't work in today's world," Barton said. "With this card-check agreement, it's a real chance for all of us to work together."

Card-check/neutrality agreements make it easier to organize workers. If a majority of workers sign authorization cards, the employer has to recognize the union, thus avoiding the typical National Labor Relations Board (NLRB) election. Neutrality means the employer agrees to not fight an organizing campaign. In typical elections, employers often wage anti-worker, anti-union campaigns, so these agreements are an important way to protect workers' rights.

Although the union has won in Indianapolis, union leaders stressed that the





campaign will be very challenging.

One Company, One Union

"We must all take a deliberate and methodical approach to ensure victory for all UPS Freight workers," Hall said. "We need a calm and collected approach."

One thing is certain: UPS and Freight Teamsters will continue to take an active role in the member and mobilization drive called, "One Company, One Union."

For the past several months, UPS and Freight Teamsters have been talking to UPS Freight workers about the benefits of union membership and handing out "palm cards" and other union information.

The union is developing additional materials for members to use in the campaign.

Member Organizers

The campaign will only be successful if UPS and Freight Teamsters continue their efforts.

"Our UPS and Freight Teamsters know better than anyone the benefits of being Teamsters and that message is getting through to UPS Freight workers. Keep up the good work and realize that you are serving as effective member organizers. You are helping improve lives by helping UPS Freight workers gain a strong voice at work," Hall said.

Steve Minjarez, a line driver for UPS Freight, said UPS has put policies in place that make organizing UPS Freight even more of a priority. For example, workers used to get paid at the start of a delay, but now face up to one hour unpaid delay time each time it occurs, he said.

Minjarez, of the Los Angeles area, said he and his coworkers have also lost layover pay as well, which amounts to about $1,000 per year per worker. UPS Freight also makes drivers do dock work at the end of their line runs, even if they are exhausted.

"Earlier in my career I was a Teamster for 12 years when I drove for Von's Supermarkets," Minjarez said. "I know that being a Teamster means security and a better life."

"UPS Freight workers look forward to having better pay and benefits, a more secure retirement and a stronger voice on the job," Minjarez said. "I'm encouraging all my coworkers to support the Teamsters' effort to organize UPS Freight so that I and my nearly 15,000 coworkers will have a brighter future."

"I know that being a Teamster means security and a better life."

—STEVE MINJAREZ, LINE DRIVER, UPS FREIGHT

Crisp, Clean and Teamster-S

7 UP Workers Join Southern California Locals



The reasons workers at 7 UP facilities in the Los Angeles area wanted to become Teamsters this July were the same as they have been over the past eight years.

"We want more respect on the job and a voice at the workplace," said Gary Bullard, a 27-year delivery driver at the 7 UP facility in Vernon, California. "We knew that this was our chance, with this election."

Although the employees—bottlers, production employees, warehousemen, engineers, mechanics and in-house clerical staffs at five 7 UP locations—had union representation in the past, they felt that their previous representatives lacked clout at the bargaining table and even refused to provide day-to-day representation and pursue on-the-job grievances. Some 7 UP employees considered their previous unions to be "company unions" because of their willingness to accept 7 UP management's contract demands and not fight for the workers' needs.

"Every union we've had, the company has dominated," Bullard said. "We want to put a stop to that. We want a union that's not going to bow down to the company."

On July 14, the workers overwhelmingly voted to replace their former union with Teamster representation. The workers will now all be represented by four Southern California locals: 495 in Pica Rivera; 848 in Covina; 896 in Los Angeles; and 952 in Orange.

"We welcome these 7 UP workers to our union with open arms," said Jim Hoffa, Teamsters General President. "We listened to what they wanted. They said they want their union to fight for what they need, to support them in their workplace grievances and to respect them. That's exactly the union they deserve, and that's exactly what the Teamsters are here to do."

Long-Term Plans

When workers at the five California facilities—in Vernon, San Fernando, Orange, Camarillo and Buena Park—became Teamsters, it capped a push for Teamster representation that began more than eight years ago, when the workers were represented by the AFL-CIO-affiliated United Industrial Workers (UIW).

"The UIW made a deal with the company, so that everyone who was hired after 1994 had to cover 100 percent of their medical payments," Bullard said. "They made the deal with the company and we didn't get to vote on it."

Frustrated by receiving poor representation and—compared to their counterparts at Teamster-represented Pepsi and Coca-Cola facilities—low wages and inferior benefits, the workers decertified the UIW and chose to be represented by a California-based union, the Amalgamated Industrial Workers Union, at the time covered by AFL-CIO rules that prevented the workers from becoming Teamsters.

"Amalgamated couldn't get us a good contract, we got no representation and we couldn't go to union meetings," said Salvador Cendejas, 12-year machine operator in Buena Park. "So we were paying for our union but we didn't have a union."

Last November, drivers from the 7 UP facility in Vernon contacted Local 896, expressing their desire to become Teamsters, and they started contacting like-minded workers at other facilities.

"We got together with some of the guys from Vernon who knew we had to have a change," Cendejas said. "We wanted a change. We were tired of this other union, which was bending too easily to 7 UP's wishes. I told my coworkers, 'Things are going to change. But the only way it's going to change is if we change unions.'"



-Strong

Organizing Power

Late last year, in an unrelated decision, Amalgamated lost its affiliation to the AFL-CIO. This opened the door for the workers to become Teamsters.

"We wanted to bring these workers into the Teamsters for years but because of various AFL-CIO-imposed restrictions, we couldn't pursue elections," said Patrick D. Kelly, Secretary-Treasurer of Local 952. "But this time the workers undertook the process of decertifying Amalgamated. That and their union's disaffiliation from our Change to Win partner, the Laborers International Union, the AFL-CIO enabled this election to proceed."

The NLRB ordered an election near the end of June, allowing the Teamster organizers three weeks to speak to workers, to inform them of the benefits of Teamster representation.

"This election was far from easy," said Rene Medrano, Secretary-Treasurer of Local 896 in Los Angeles. "Around November of last year, the workers approached us, said they wanted to join us. They formed committees, talked among themselves and made a plan to win."

"We went to the Coca-Cola facility and got them to handbill at 7 UP," said Roland Fregal, a Local 896 organizer. "These members volunteered their own time and met with 7 UP workers. It was a very positive experience."

"I have a brother who works at Pepsi, he's a Teamster," Cendejas said. "He said, 'If you join the Teamsters, you'll be better off.'"

Making History

"This victory benefits not just 7 UP workers, but all beverage industry Teamsters in the Southern California region," said Jim Santangelo, International Vice-President and President of Joint Council 42 in Covina, California. "Companies won't be able to claim that they can't compete because another has lower labor costs."

The workers join 7 UP Teamsters in several locations across the country, as well as Coca-Cola, Pepsi Cola and other beverage workers in the Los Angeles area, and more than 50,000 members of the Brewery and Soft Drink Workers Conference, including employees of Anheuser-Busch and Miller Beer across the United States and Canada.

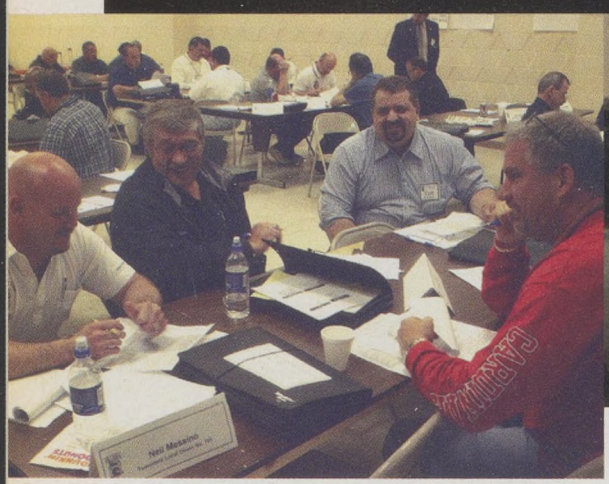
"The ramifications of what's going on at 7 UP are significant," Kelly said. "The workers' previous union negotiated a sub-par, bottom-feeding contract. We have to clean up these sweetheart deals on behalf of all our members."

"The workers wanted to be Teamsters," Kelly said. "They were ready for a big change. Now we will concentrate on negotiating their first contract."

"We're making history right now in California," Cendejas said. "This is great, something I can tell my grandkids."

HIGHER

Skilled Members Strengthen Union





JERRY GERKE, A UPS steward from Local 294 in Albany, New York, knows that members count on him for more than contract enforcement. He believes that a good steward is not only skilled at handling grievances, but also at helping the members balance work lives and family obligations and stay updated on programs and initiatives the union is developing on their behalf.

"The training and education we receive at the steward seminars provided by the Teamsters Training and Development Department makes us more informed and effective stewards," Gerke said. "The programs cover a variety of important topics that we deal with on a daily basis. The fact that the union provides this training says it recognizes us as essential members on the union team. That alone helps make us better stewards."

Meeting the needs of local officers, business agents and stewards like Gerke has been the goal of the Training and Development Department since its formation in 1978. The Department creates programs and materials to train Teamster officers, staff, stewards and members. The goal is to enhance member understanding and involvement in securing better contracts, organizing new members, winning better laws and strengthening local unions.

"To me, the services provided by the Training and Development Department are an extremely valuable asset," said John Bulgaro, President of Local 294 in Albany, New York. "A base of knowledgeable stewards is one of the most important aspects of building union power. The more able the stewards are in serving the membership, the stronger the local union will be as a whole."

Teamster Leadership Academy

The Department of Training and Development staff, led by Director Cindy Impala and Associate Director Sally Payne, travel throughout the United States and Canada presenting more than 135 programs a year and assisting local officers in developing comprehensive training strategies for their members.

Central to the programs provided by the Training and Development Department are the seminars that make up the Teamster Leadership Academy (TLA) series. Originally designed as a survey course to provide general information on a variety of topics, the TLA was established in 1987 to provide local union leaders with the information and skills they need to address an ever-changing workplace and issues in labor relations.

The program has now been restructured to suit the specific needs of local officers and business agents. Each program is crafted around topics that Teamsters identify as ones they need to provide the very best representation and service to their membership. Seminars teach new and long-term Teamster officers and business agents important skills and practices

EDUCATION





that will help them win strong contracts and strengthen their union.

Tools for Success

Currently, in-depth TLA programs are available on arbitration, negotiations, organizing and political action. There is also a program called LEARN, which is a "train the trainer" program, and NOTE, the new officers training program. Another TLA geared for new business agents is also in the works.

"The negotiation training was one of the best seminars I have ever been to," said Mitch Brya, a business representative for Local 301 in Waukegan, Illinois. "A lot of information and tips were given that could help anyone, no matter how long they've been negotiating contracts."

"The Teamsters Leadership Academy course on arbitration was a great seminar," said Connie Oser, a business representative at Local 572 in Carson, California. "The program gave us the chance to practice skills using real-life situations. I was able to apply what I was learning right away."

Up-to-Date Information

The bulk of the programs presented by the Training and Development Department are designed to help stewards with the many tasks they perform as the eyes and ears of the union.

Training sessions, which are generally hands-on in nature, cover topics ranging from grievance procedures to communication skills and safety issues. Stewards analyze case studies, hold mock hearings and role play workplace situations.

"I'm better prepared for grievances and to keep fellow workers more informed and updated on their rights," said Sam Luckino, a steward from Local 92 in Canton, Ohio. Fellow Steward Kim Louise Mayhorn agreed. The session gave her "a fresh look at the big picture and reminded me to look at every angle."

The programs often feature presentations from other Teamster departments such as Communications, Organizing, Government Affairs, and Safety and Health, giving stewards up-to-date information on important issues.

Working with Locals

Training and Development staff members work closely with local officers to come up with a training agenda that reflects the needs and skill level of the participants in the program and will return several times during the year as needed to cover all topics requested by a local union.

"I like the fact that many issues are addressed as part of our training," said Betty J. Jenne, a Local 760 steward. "It's nice to see the focused effort on organizing to keep this union growing."

"Stewards are the union's frontline leaders. How well they listen and respond to members is crucial," said Jim Hoffa, Teamsters General President. "To members, they are the union in action on a daily basis. Comprehensive training for them is essential."



Coming to a Local Union Near You

In a move designed to better serve local unions, the Department recently added Regional Training Coordinator positions to the Training and Development staff.

The regional coordinators, long-time Teamsters with extensive educational programming experience, focus on specific geographic areas in the country and build close working relationships with the local unions and Joint Councils in their region.

"We wanted to provide resources closer to home for our locals," Impala said. "It makes more sense financially, and programs can be tailored to a group's specific needs more effectively when the presenter is familiar with the region. It also gives local leaders a chance to work with our Department more frequently and broaden the knowledge level of the members."

"Having a regional coordinator to work with on a regular basis is great," said Doug Power, Secretary-Treasurer of Local 419 in Mississauga, Ontario. "The coordinator knows my members better and knows what type of program will work best for them. This is a terrific addition to the services from the Training and Development Department."

The Team

Shawn Ellis, a 20-year member of Local 372 in Detroit, and Bill Munger, a 30-year BLET member from Boston, join the team

Q & A: Cindy Impala

Director of the Teamsters Training and Development Department

Teamster magazine recently sat down with Teamsters Training and Development Director Cindy Impala to talk about the goals and mission of her department.

What is the mission of the Training and Development Department?

Our major goals are to provide training administration, design and delivery to all levels of the organization and to tap into the experience and wealth of knowledge that Teamsters possess in order to benefit other Teamsters.

The Training and Development Department has been conducting a lot of programs in many different locations. Has there been a concerted effort to reach out to the affiliates more than in past years?

Over the years, we have discovered that we need to expand our training capabilities in order to reach more officers, business agents, stewards and members by developing a national network of trainers made up of International staff, expert officers, and Joint Council and local union training coordinators. Our focus is to create a department that provides Teamster officers, business agents, stewards and members with nuts-and-bolts training in the areas they have to deal with most often—organizing, negotiating and servicing. And, by holding the programs regionally, we give all Teamster leaders an opportunity to participate in them.

Why is educating our members so important?

Education helps build a powerful base of union members and elected leaders proficient in the area of strategic representation. The end result is a stronger, more powerful and proactive membership that bargains and represents from a position of strength against the current climate of anti-union employers.

of Impala, Payne, Training Coordinators Myron Sharp and Sarah Young and Communications and Outreach Coordinator Karin Jones. Vicky Matullo, Department Manager, and Marie Nolan, Resource Coordinator, round out the staff.

Payne, who also serves as the Western Region Coordinator, believes the new structure of the Training and Development Department allows Teamster locals and Joint Councils who host the training programs to showcase the "best practices" among Teamster affiliates.

"The regional coordinators are also available to help locals and Joint Councils with their monthly and annual conferences," Impala said. "Also, part of the regional plan calls for all Joint Councils to select a Joint Council Training Coordinator to work directly with the regional trainer to develop resources in the area. That will be an asset for everyone."

Eventually the Department hopes to have training representatives in place at the local level as well. "The goal is to have a large number of trainers at all levels available to assist in achieving the union's long-term objective of growing the union and returning power to the labor movement," Impala said.

"All the sessions were very informative and helpful," said Ronald Lee Hubbard of Local 727 in Chicago. "But most important was the respect the presenters showed for what we do. It strengthened my feeling of pride in being a Teamster."

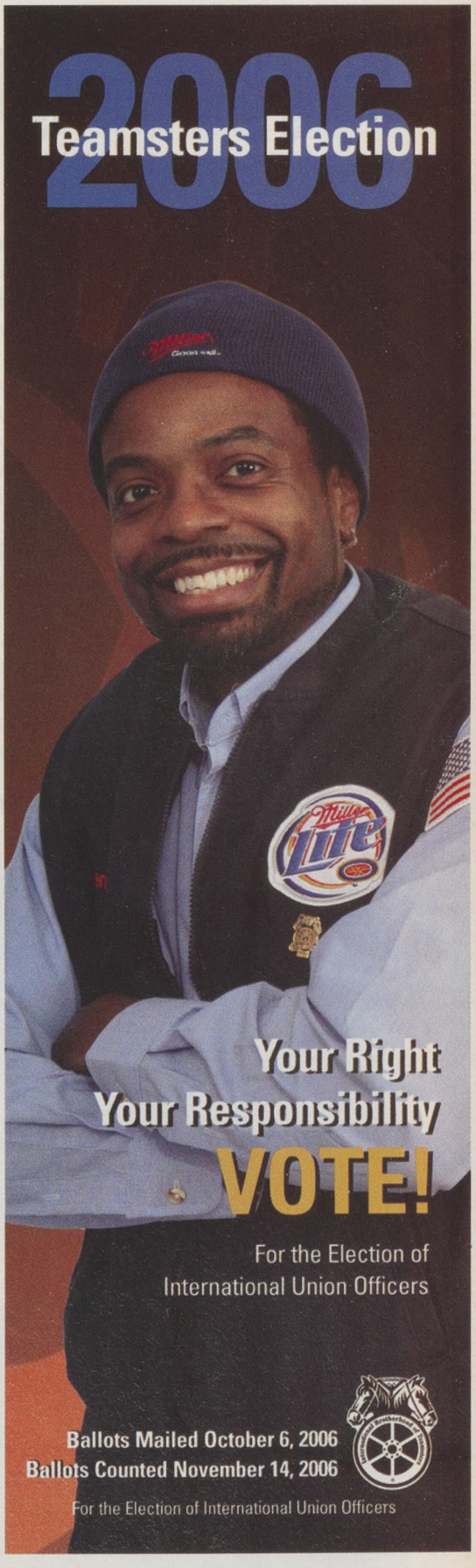
Teamsters Introduce LEARN Network

On July 24-25, the Teamsters Training and Development Department launched Labor Education and Resources Now (LEARN), a new and innovative training network, in Washington, D.C.

The new program, which was approved by delegates at the International Convention in June, will ensure that Teamster members, stewards, business agents and officers have the most up-to-date and effective training programs available. Recently, 23 Joint Councils appointed LEARN coordinators who will work closely with the Training and Development Department to establish grassroots networks throughout the union.

The LEARN coordinators participated in a two-day strategic planning meeting to brainstorm methods for tapping into all of the possible resources for training and education. The individuals who were selected to serve as Joint Council LEARN coordinators include:

- **Dee Arrowsmith, Joint Council 38**
- **Gilbert Baltazar, Joint Council 42**
- **Janet Benefield, Joint Council 3**
- **James Beros, Joint Council 40**
- **Bill Black, Joint Council 43**
- **Jesse Casqueiro, Joint Council 7**
- **Leo Correa, Joint Council 58**
- **Debra Haddock, Joint Council 80**
- **Mary Haines, Joint Council 9**
- **Doug Henderson, Joint Council 28**
- **Kevin Hunter, Joint Council 18**
- **Richard Lipsitz, Joint Council 46**
- **Dave Lucas, Joint Council 10**
- **Robert Meeks, Joint Council 75**
- **Nick "Sonny" Nardi, Joint Council 41**
- **Cliff Nolan, Joint Council 73**
- **Nancy Norman, Joint Council 44**
- **Mark Overberg, Joint Council 26**
- **John Potts, Joint Council 53**
- **Robert Schlieve, Joint Council 39**
- **Kari Seime, Joint Council 32**
- **Mike Stapleton, Joint Council 75**
- **Vanessa West, Joint Council 83**



Going Once, Going Twice, Going Teamster

Christie's Workers Join Local 814

Christie's auction house workers in New York City are used to big challenges—they have to delicately handle millions of dollars worth of art and antiques week after week.

So when the 54 workers were faced with the company's vicious anti-union campaign during an organizing drive, the workers stayed the course and voted to join Local 814 in Long Island City, New York.

The workers, who perform gallery work, handle all the sales and do other jobs for Christie's, continued to persevere during the recent contract campaign, which was also very contentious. Management continued to be hostile. But in the end, workers won a strong five-year contract that created a fair wage system, recognized seniority and established a grievance procedure.

"With help from Local 814 President George Daniello and the local's lawyer, Jim Grisi, we were undeterred in the organizing campaign and contract campaign," said Jason Cuvelier, an art handler who now serves as shop steward. "We held our ground and looked management straight in the eye."

"The Christie's workers saw the quality representation Local 814 has given to Sotheby's, another well-known auction house in New York City, and wanted that same strong representation," Daniello said.

Skilled Professionals

"It's not rare for these workers to handle a billion dollars worth of merchandise in one auction," Daniello said. "We're proud to welcome these workers into our union. They are incredibly skilled. Every day, they're dealing with antique furniture that can be up to 600 years old. They're also moving Picassos and Rembrandts and other valuable art."

Cuvelier said the struggle with management to organize and win a first contract was worth the fight.

"We now have respect as Teamsters—we're treated like the professionals that we are," Cuvelier said. "We also now have fair wages and a strong grievance procedure. We're also happy about the just-cause language that protects us from unfair firings or discipline."



Cuvelier said Teamsters recently handled auction items that had belonged to Marlon Brando. Cuvelier handles fine photography and prepares the art for auction.

"I've handled a $1 million Matisse drawing and I regularly handle Diane Arbus photos that are worth more than $400,000 apiece," he said. "While handling all these expensive items, it's good to know we have the power of the Teamsters backing us up. A lot of security goes into protecting these items. It's great to know we have security as well."



GETTY IMAGES

LOCAL 283

Hospital Parking

Workers at Hospital Parking Management in Detroit voted by a 3-1 margin to join Local 283 in Wyandotte, Michigan.

The 109 new Teamsters are uniform attendants, valet workers, greeters, and traffic and safety workers for the Detroit Medical Center, a conglomerate of four hospitals and one rehabilitation center in the Detroit metro area.

"We are really excited that we have a union so that we can fight for fair treatment on the job," said Tory Thomas, a traffic controller and committee member at Hospital Parking Management. "We felt that it was really important to have accountability for the employees' sakes."

Members of Local 283 and Joint Council 43 in Detroit collaborated to organize the unit.

"This organizing effort was a success because we used our resources at the local and got assistance from the Joint Council," said Todd Lince, an organizer at Local 283.

BLET

Huron/Eastern RR

Thirty operating employees of the Huron and Eastern Railroad (HER) recently voted to become members of the Brotherhood of Locomotive Engineers and Trainmen (BLET). This successful campaign at HER marks the third short line organizing victory of 2006. Together, these victories have brought more than 100 workers into the BLET this year.

"Our goal is aggressive organizing on short line railroads in 2006," said Tommy Miller, BLET Director of Organizing.

Earlier this year, employees of the Panhandle Northern and Montreal, and Maine and Atlantic voted for BLET representation. The HER workers operate freight engines on 174 miles of rail line near Vassar, Michigan, where the company is based.

LOCAL 731

JCDecaux

Thirty workers at JCDecaux voted to join Local 731 in Burr Ridge, Illinois. The new Teamsters are responsible for the maintenance of bus shelters and newsstand kiosks within the city of Chicago.

"These workers have been enduring low wages and bad working conditions for too long," said Paul DiGrazia, Organizing Director for Joint Council 25. "Now that they are Teamsters, the JCDecaux workers will be able to get some important changes made."

Members of Local 731 and Joint Council 25 worked for three months on organizing the unit.

"This organizing effort was a success because we prepared the workers for the company's anti-union campaign," DiGrazia said.

LOCAL 773

Pocono Township

Recently, 12 road crew and secretarial employees of the Pocono Township in Monroe County, Pennsylvania voted to join Local 773 by a 3-1 margin.

"This is our local's eighth successful organizing victory in a row within a year's time," said Steve Banus, Local 773's President. "All of our agents and officers have been well-trained at the Joint Council 53 Organizing School, and are up to the challenge to help promote fairness and respect to even more workers in this area."

Through the local's organizing campaigns in the last couple of years, the membership has grown from 3,700 to nearly 4,300.

"Our local represents a lot of municipal workers in this area," said Joseph Wieder, a business agent for the Allentown, Pennsylvania-based Local 773. "And we look forward to working with our newest members to secure the solid future they deserve for themselves and their families."

LOCAL 773

Compass Group

Forty-one workers at a Pennsylvania vending company, who are seeking a strong voice at work, are now members of Local 773. The workers at the Compass Group overwhelmingly voted to join the Allentown-based local.

"In addition to having a strong voice at work, these workers want to receive fair pay for the long hours they work," said Gail "Brownie" Brown, a Local 773 business agent. "Some are hourly and some work on commission. We're going to look at converting the commission system to hourly so that they receive overtime pay for the long hours they work."

The workers are employed at two different vending companies—Canteen and Convenco. The Compass Group bought the two companies' locations in Allentown and Bethlehem, Pennsylvania

LOCAL 89

T.S. Trucking

Recently, 97 dump truck drivers at T.S. Trucking voted in favor of joining Local 89 in Louisville, Kentucky. Workers for the company, which is headquartered in Bowling Green, Kentucky, are responsible for hauling a substantial amount of rock and asphalt on the interstate.

The drivers sought help from Local 89 after the company reduced their wages. The lack of seniority rights and benefits were also a great concern to the workers.

"We are happy to represent these workers," said David Swift, Local 89 business agent and organizer. "Becoming Teamsters will now allow them to have job security and a strong voice in the workplace."

Coming Home

After 61 Years, A Mystery Is Solved



Teamster retiree Frank Cunningham wasn't sure what to believe when he received a telephone call from a man who said he was from the U.S. Army.

"I thought it was some sort of scam at first," said Frank from his Glendale, New York home. "But the information he had about me and my brother was correct."

The officer knew that Frank and his brother George had been drafted into the Army during World War II and had served in the European and Pacific theatres, respectively. The officer knew Frank was a radio operator with the Army's 26th Infantry Division and had fought at the Battle of the Bulge, and that George was a radio operator on a C-47 cargo plane that vanished more than 61 years ago along the mountainous northern coast of the country known today as Papua New Guinea.

"He knew things about me and Georgie that no one outside of the army would know," said Frank, who received a Bronze Star and Purple Heart for his World War II service.

The officer also knew something Frank didn't: the location of where his brother's airplane had crashed. The officer explained that George's remains had been identified and asked whether Frank would like his brother's remains interred at Arlington National Cemetery in Arlington, Virginia or at a family burial plot.

"I was shocked, I couldn't believe it," Frank said. "Me and my family always wanted to know what happened to him, and here came the answer, out of nowhere. After all these years, knowing that Georgie's remains have been found is a relief."

Brothers in Arms

Born just a year apart, Frank and George Cunningham grew up in Brooklyn, New York. When drafted, they worked as drivers at Geehan Trucking, a Brooklyn-based trucking company and were members of Local 807 in Long Island City, New York.

"I was drafted in March of '42 and Georgie was drafted in August," Frank said, noting that both were 22 when drafted. "The last time I saw him was that same year. He came back to Brooklyn on a furlough in November. Then I had to go back and he had to go back."

George was initially stationed in Australia, part of the 41st Squadron of the Army Air Corps. He would later serve elsewhere in the South Pacific before being stationed in Papua New Guinea.



Frank spent his first two years in the war stationed at Army bases across America before being stationed in Europe in August '44, where he served as a radio operator and forward observer.

Frank was awarded the Bronze Star for bravery during the Battle of the Bulge. He also received a Purple Heart because of injuries sustained from an enemy mortar shell.

Fruitless Search

The last communication from George's plane was a report of bad weather. His aircraft was returning from a trip to bring coffee beans to his unit's base in Hollandia (now Jayapura, in the Indonesian province Papua.)

"We encountered a wall of clouds past Nadzab and radioed back and forth in discussing our course of action," said Richard Korthals, pilot of the cargo plane that accompanied George's on December 10, 1944. The aircraft were flying at about 10,000 feet, approximately 1,000 feet below a nearby mountain range.

Korthals said George's pilot planned to instead go above the storms, by getting over the mountain range and then follow the coastline to the base. The plane never arrived and was reported missing.

"I have never forgotten that day," said Korthals, who returned to the area the following days, searching fruitlessly for signs of either wreckage or strips where the pilot might have made an emergency landing.

"It was quite a surprise when I learned of his death," said Frank, whose father informed him when he returned to New York in November '45. "It was sad. He was my brother." The Cunninghams attended hearings, seeking information about George's disappearance, but received little substantial information.

A Clear Conclusion

On July 15, 1949, the crew was declared killed-in-action/non-recoverable. The crash site would not be discovered until 1975, when a historian who lives in Papua New Guinea spotted the fuselage just 50 feet from the summit of an 11,000-foot-high mountain.

A recovery crew reached the jungle site by helicopter. The fuselage was recognizable and a wing was still mostly intact. In 1980, the remains of the plane's engineer were recovered. The recovery effort languished until 2004, when George's remains were recovered, along with those of the pilot, co-pilot and a passenger.

In gratitude for George's service, the Army offered to inter his remains at Arlington. As this issue went to press, the Cunningham family planned to have his remains buried at the national military cemetery.

"It's a sad story and yet it turns out to be a good story," Cunningham said. "Now we know what happened, we have closure."

REPORT 97 TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board
Benjamin R. Civiletti
Joseph E. diGenova
William H. Webster
DATED: July 31, 2006

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Ninety-seventh Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have currently come before us, including a new report and the status of pending charges about which we have previously informed you.

II. NEW TERM OF BOARD MEMBERS

During the period covered by this Report, Messrs. Civiletti, diGenova and Webster completed their terms of office on the IRB. On July 17, 2006, Attorney General Alberto R. Gonzales reappointed Mr. Civiletti as the Government's designee to the IRB. The IBT previously advised the U. S. District Court and the Government that it was reappointing Mr. diGenova as the IBT's designee to the Board. Mr. Civiletti and Mr. diGenova agreed to reappoint Mr. Webster as the IRB's third member. All three members were approved by U. S. District Judge Loretta A. Preska for a five-year term of the IRB, effective July 20, 2006.

III. NEW INVESTIGATIVE REPORT

A. FRANK INCANDELLA - LOCAL 631, LAS VEGAS, NEVADA

On July 17, 2006, the IRB issued an Investigative Report to General President Hoffa concerning Local 631 member Frank Incandella. The Report recommended that Mr. Incandella be charged with bringing reproach upon the IBT and violating his membership oath when he subsequent to Dane Passo's permanent bar from the IBT on May 22, 2002, had knowing and purposeful contact with Mr. Passo. Mr. Hoffa notified the IRB that he adopted and filed the proposed charge. An IBT panel hearing on the charge is scheduled for September 8, 2006.

IV. STATUS OF PREVIOUS IRB CHARGES

A. JOHN KIKES - LOCAL 78, HAYWARD, CALIFORNIA

We have previously informed you that John Kikes, International Representative and Local 78 President, allegedly brought reproach upon the IBT when, subsequent to William T. Hogan, Jr.'s permanent bar from the IBT, he had knowing and purposeful contact with him. General President Hoffa filed the charges against Mr. Kikes and appointed a hearing panel. A hearing was held September 15 and 16, 2005.

Mr. Hoffa accepted the recommendation of the hearing panel and permanently barred Mr. Kikes from the IBT or any other IBT-affiliated entity or Fund and from contact and association with officers, members, employees, representatives and agents of the IBT or any other IBT-affiliated entity or Fund. The IRB notified Mr. Hoffa and counsel to Mr. Kikes that it found the IBT decision to be not inadequate.

The IRB then made an application to Judge Preska for review. On May 26, 2006, new counsel for Mr. Kikes filed with Judge Preska the objections of Mr. Kikes to the IRB's application. The matter is with Judge Preska.

B. JOHN CAPONE - LOCAL 295, VALLEY STREAM, NEW YORK

In the last issue of the Teamster magazine we informed you that Local 295 member John Capone allegedly brought reproach upon the IBT by failing to appear for his scheduled in-person sworn examination. The Local 295 Executive Board held a hearing on June 7, 2006, but withheld a decision until after Mr. Capone's rescheduled examination. On June 21, 2006, Mr. Capone appeared for his rescheduled examination. On July 31, 2006, Local 295 notified the IRB that when Mr. Capone satisfies his current suspension, he will serve a six month suspension from membership in Local 295. The IRB has the matter under consideration.

C. GARY PROCTOR - LOCAL 614, PONTIAC, MICHIGAN

In the last issue of the Teamster magazine we informed you that Gary Proctor, an IBT member and employee of the International Union, Joint Council 43 and Local 614, allegedly brought reproach upon the IBT by knowingly associating with a barred individual, Michael C. Bane, a former International Representative and the former President of Local 614, who had been permanently barred from the IBT on July 17, 2001. Mr. Hoffa adopted and filed the proposed charges and appointed a hearing panel. A hearing was held on June 16, 2006.

On July 25, 2006, Mr. Hoffa forwarded to Mr. Proctor and the IRB the report and recommendation of the hearing panel, stating that the recommendation was reissued as the decision of the General President. The decision is that Mr. Proctor is permanently expelled from membership in Local 614 and the IBT effective immediately, and that he also is immediately and permanently barred from holding office or accepting employment with the IBT or any IBT affiliate in any capacity. He is also permanently

barred from (1) accepting any compensation from Local 614, Joint Council 43, or any other entities, except for any vested benefits he may have earned under any established benefit programs; (2) participating in any manner in any of the activities or affairs of Local 614, Joint Council 43, or any other IBT entities; and (3) communicating with any IBT officers, employees, or members regarding any matter. The IRB has the matter under consideration.

D. EDMUND BURKE - LOCAL 631, LAS VEGAS, NEVADA

We have previously informed you that Local 631 Secretary-Treasurer Edmund Burke allegedly brought reproach upon the IBT and violated his fiduciary duty by failing to investigate or to act in response to Local 631 business agent Frank Incandella's repeated admissions that he had contact with Dane Passo in violation of the Consent Order after Passo was permanently barred from the IBT. Mr. Hoffa adopted and filed the proposed charges, appointed a hearing panel and a hearing was held April 4, 2006.

Mr. Hoffa accepted the recommendation of the hearing panel and barred Mr. Burke for two months from office and employment, but not to affect his IBT membership. The IRB notified Mr. Hoffa that it found the April 24, 2006, decision to be inadequate.

On July 21, 2006, the IBT forwarded to the IRB Mr. Burke's signed agreement in which he permanently resigned from all offices and activities in Local 631, and for two years he will not hold any officer position with any IBT affiliated entity nor will he be an appointed Trustee of any IBT affiliated entity during this period. The IRB has the matter under consideration.

E. FLOYD JOHNSON - LOCAL 714, BERWYN, ILLINOIS

On June 19, 2006, the IRB issued an Investigative Report to the Local 714 Executive Board concerning member Floyd Johnson. The Report recommended that Mr. Johnson be charged with bringing reproach upon the IBT by failing to appear for his scheduled in-person examination. On July 17, 2006, counsel to Local 714 notified the IRB that the Local has scheduled a hearing for August 15, 2006.

F. DONNY ROBLES - LOCAL 714, BERWYN, ILLINOIS

On June 19, 2006, the IRB issued an Investigative Report to the Local 714 Executive Board concerning member Donny Robles. The Report recommended that Mr. Robles be charged with bringing reproach upon the IBT by failing to appear for his scheduled in-person examination. On July 17, 2006, counsel to Local 714 notified the IRB that the Local has scheduled a hearing for August 15, 2006.

G. ROBERT D'ANGELO - LOCAL 813, LONG ISLAND CITY, NEW YORK

We have previously informed you that the IRB issued an Investigative Report to General President Hoffa who adopted and filed the charges against Local 813 member Robert D'Angelo for knowingly associating with members of organized crime. He then referred the charges back to the IRB for a hearing. The IRB held a hearing on April 19, 2006, and is in the process of preparing its decision.

V. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 45 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed by IRB staff only. It is not manned by an investigator; however, the recorded information if complete and within IRB jurisdiction is forwarded directly to the Investigations Office.

Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

VI. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports and also through use of our website at www.irbcases.org.

If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above, use the IRB facsimile number 202-434-8084, or write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001



Commitment To DIVERSITY

TNBC Conference Focuses on the Future by Learning from the Past

The Teamsters National Black Caucus (TNBC) held its 31st Annual Education Conference in August and the more than 300 delegates who attended were energized by the four-day event.

The conference offered numerous workshops that equipped participants with practical skills and provided historical information. The wide range of topics included Strategic Grievance Processing, Hours of Service Update, and Martin Luther King and the Labor Movement.

"The workshops were very informative and contained a lot of new knowledge," said Roy Gillespie, a Human Rights Commissioner from Local 600 in St. Louis.

Teamsters General President Jim Hoffa and General Secretary-Treasurer Tom Keegel also addressed the TNBC Conference and reaffirmed the union's commitment to diversity.

"The Teamsters Union is the first International Union to include diversity language in its Constitution," Hoffa said. "African Americans have played a pivotal role in building the Teamsters. African Americans will play a major part in building our future."

Getting Involved

Hoffa paid special recognition to John H. Cleveland, the Teamsters' first black International Vice President and TNBC's first appointed chairperson. The union recently published a book on his life called "A Biography of John H. Cleveland: A Man with a Mission."

Eula Cleveland, John Cleveland's wife, addressed the delegates on Thursday. "Everyone, make sure you take care of each other," Cleveland said.

"The future of the Teamsters and the labor movement depends on all groups of our diverse population becoming involved and given a chance to contribute," said Henry Perry, President of Local 667 in Memphis and an International Trustee. "Only through unity will workers be able to defeat greedy corporations determined to take away the American Dream."

TNBC members and Teamsters from northern California locals demonstrated their union solidarity by holding spirited morning rallies on Thursday and Friday in support of a Carpenters Union local. The Carpenters are engaged in two-year struggle with an employer paying well below area standards.

"With these rallies, we wanted to show support for our Change to Win partner," said Al Mixon, Secretary-Treasurer of Local 507 in Cleveland and member of the TNBC Executive Board.

Founded in 1975, the TNBC was developed with a mission to organize the unorganized and increase black member participation within all levels of the Teamsters. The organization is dedicated to upholding the principals of the labor movement.

NOTICE OF ELECTION

International Brotherhood of Teamsters

The election of International officers is being conducted by mail ballot by the IBT Election Supervisor. The positions to be elected are General President, General Secretary-Treasurer, seven At-Large Vice-Presidents, three International Trustees and eleven Regional Vice-Presidents, five to be elected by members from the Central Region, two to be elected by members from the South Region and four to be elected by members from the Eastern Region. (Three candidates for Regional Vice-President from the West Region and three candidates for Vice-President from Teamsters Canada, including the President of Teamsters Canada, were declared elected at the IBT's 27th International Convention.

On or about October 6, 2006, Election Supervisor Richard W. Mark will mail a ballot to all IBT members. The Election Supervisor will perform all functions relating to the mailing and counting of ballots. If you do not receive a ballot by October 19, 2006, if your address has changed recently if you need a duplicate ballot, or if you have any questions about this election, call 1-888-428-2006 (in the Washington D.C. area, 1-202-429-0403) immediately.

TO BE ELIGIBLE TO VOTE, a member must have his or her dues paid through October, 2006. Members may become eligible by paying any unpaid dues and initiation fees at their local union by the close of business on November 10, 2006. Members whose dues are withheld by their employer under a check off provision in their collective bargaining agreement will not be declared ineligible to vote due to the employer's failure to make timely payment of those dues to the local union. For a full statement of the rules governing voting eligibility, please see Article V of the *Rules for the 2005-2006 IBT International Union Delegate and Officer Election.*

TO VOTE, fill in the oval to the left of the candidate(s) or slate(s) of your choice.

- A vote for a slate takes precedence over a vote for an individual candidate
- You can vote for individual candidates, whether or not they are on a slate, so long as the total number of votes cast (including a vote for a partial slate) is not greater than the total number of candidates to be elected to that office.
- After marking your ballot, insert the ballot into the "Secret Ballot Envelope." Use of this envelope ensures voter secrecy. Place the Secret Ballot Envelope in the return envelope and seal and mail the return envelope. Your address information on the return envelope is required to identify you as an eligible voter. Do not obscure, change, cover or remove this information. Your vote will remain secret because the Secret Ballot Envelope containing your ballot will be separated from the return envelope and mixed with other Secret Ballot Envelopes before it is opened and your ballot is removed.

The Election Supervisor must receive your ballot by 9 a.m. EST on November 14, 2006. Only those ballots received by this date and time will be counted. The ballot count will begin after 10 a.m. EST on that day, at the IBT International Election Count Site in the Washington D.C. metropolitan area.

DO NOT GIVE YOUR BALLOT TO ANYONE TO MARK OR MAIL ON YOUR BEHALF. No person or entity shall limit or interfere with the right of each IBT member to independently determine how to cast his or her vote and to cast and mail the ballot himself or herself. The Election Supervisor shall not hesitate to impose the most severe sanctions for violation of the prohibition against solicitation of a member's ballot by any other Union member, officer, business agent, steward or other person, including, but not limited to, recommending appropriate disciplinary proceedings against members involved, referring the matter to the Independent Review Board or the Government for appropriate action under law (including the Consent Order) and, when appropriate, disqualifying the candidate on whose behalf ballots were solicited. In addition, violation of this prohibition may subject the violator to criminal prosecution under all applicable provisions of the United States Code, including, but not limited to, 18 U.S.C. Sections 241, 1503 and 1509.

NOTIFICACIÓN DE ELECCIÓN

International Brotherhood of Teamsters (IBT)

Se está llevando a cabo la elección de funcionarios internacionales mediante una votación por correo a cargo del Supervisor de la Elección de IBT. Los puestos que se elegirán serán el de Presidente General, Secretario General-Tesorero, siete Vicepresidentes Generales, tres Administradores Internacionales y once Vicepresidentes Regionales, cinco de ellos serán elegidos por los miembros de la Región Central, dos serán elegidos por los miembros de la Región del Sur y cuatro serán elegidos por los miembros de la Región del Este. (Tres candidatos al cargo de Vicepresidente Regional de la Región del Oeste y tres candidatos al cargo de Vicepresidente de Teamsters Canada, incluido el Presidente de Teamsters Canada, fueron declarados electos en la 27a Convención Internacional de IBT).

El 6 de octubre de 2006 o aproximadamente en esa fecha, el Supervisor de la Elección, Richard W. Mark, enviará por correo una papeleta electoral a todos los miembros de IBT. El Supervisor de la Elección desempeñará todas las funciones relacionadas con el envío de la correspondencia y el recuento de las papeletas electorales. Si no recibe una papeleta electoral antes del 19 de octubre de 2006, si su dirección cambió recientemente, si necesita un duplicado de la papeleta o si tiene alguna pregunta con respecto a esta elección, llame al 1-888-428-2006 (en el área de Washington D.C. al 1-202-429-0403) de inmediato.

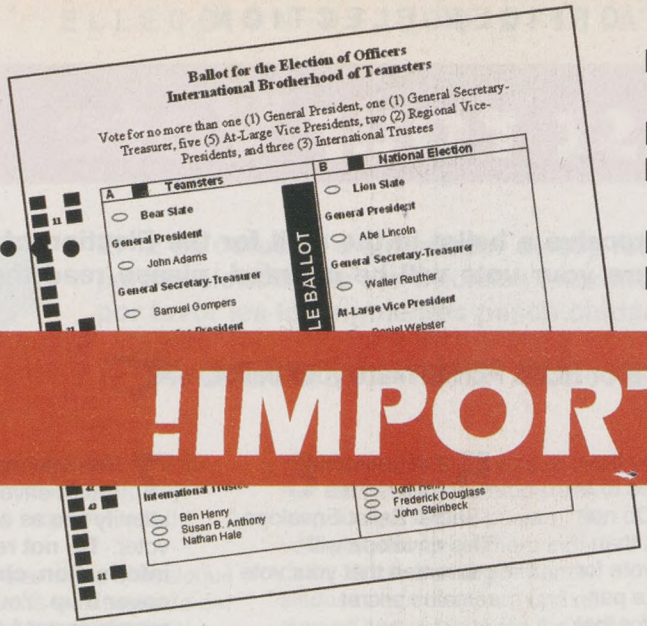
PARA SER ELEGIBLE PARA VOTAR, un miembro debe estar al día en el pago de sus cuotas hasta octubre de 2006. Los miembros podrán ser elegibles pagando cualquier cuota impaga y los cargos de inscripción en su sindicato local antes de la finalización del horario de atención del día 10 de noviembre de 2006. Los miembros cuyas cuotas sean retenidas por su empleador en virtud de una disposición de verificación incluida en su convenio de negociación colectiva no serán declarados no elegibles para votar debido a la imposibilidad del empleador de efectuar el pago de tales cuotas en debido tiempo y forma al sindicato local. Si desea una declaración completa de las normas que rigen la elegibilidad para votar, consulte el Artículo V de las *Normas para la Elección de Delegados y Funcionarios Internacionales del Sindicato de IBT 2005-2006.*

PARA VOTAR, rellene el óvalo que aparece a la izquierda de los candidatos o las listas de su elección.

- Un voto por una lista cobra prioridad con respecto a un voto por un candidato individual.
- Usted puede votar por candidatos en forma individual, independientemente de que figuren o no en una lista, en la medida en que la cantidad total de votos emitidos (incluido un voto por una lista parcial) no supere la cantidad total de candidatos que se elegirán para dicho puesto.
- Después de completar su papeleta electoral, colóquela en el "Sobre de Votación Secreta". El uso de este sobre garantiza el secreto del votante. Coloque el Sobre de Votación Secreta en el sobre de retorno, cierre y luego envíe dicho sobre por correo. Es necesaria la información sobre su dirección que aparece en el sobre de retorno para poder identificarlo como un votante elegible. No borronee, ni cambie, cubra o elimine esta información. Su voto seguirá siendo secreto porque se separará el Sobre de Votación Secreta que contiene su papeleta electoral del sobre de retorno y se lo mezclará con los otros Sobres de Votación Secreta antes de abrirlo y retirar su papeleta electoral.

El Supervisor de la Elección debe recibir su papeleta electoral antes de las 9 a.m., hora del este, del día 14 de noviembre de 2006. Solamente aquellas papeletas electorales recibidas antes de esta fecha y hora serán contadas. El recuento de las papeletas electorales comenzará después de las 10 a.m., hora del este, de ese día, en el Centro de Recuento para la Elección Internacional de IBT, ubicado en el área metropolitana de Washington D.C.

NO LE ENTREGUE SU PAPELETA ELECTORAL A NADIE PARA QUE LA MARQUE O LA ENVÍE POR CORREO EN SU NOMBRE. Ninguna persona o entidad limitará o interferirá con el derecho de cada miembro de IBT de determinar en forma independiente cómo votar y de emitir su voto y enviar por sí mismo su papeleta electoral. El Supervisor de la Elección no dudará en imponer las sanciones más severas si se viola la prohibición que impide que otro miembro, funcionario, agente comercial, administrador u otra persona del Sindicato le pida un voto a un miembro. Entre dichas sanciones se incluyen, pero no taxativamente, recomendar los procedimientos disciplinarios que correspondan contra los miembros involucrados, remitir el asunto a la Junta de Revisión Independiente (Independent Review Board, IRB) o al Gobierno para que se tomen las medidas pertinentes conforme a derecho (incluida la Orden de Consentimiento) y, en los casos en los que corresponda, descalificar al candidato en cuyo nombre se solicitaron los votos. Asimismo, la violación de esta prohibición puede someter al violador a un juicio penal en virtud de lo estipulado por las disposiciones pertinentes del Código de los Estados Unidos, entre las que se incluyen, a modo de ejemplo, 18 U.S.C. Secciones 241, 1503 y 1509.



INTERNATIONAL OFFICER ELECTION

ELECCIÓN DE LOS OFICIALES INTERNACIONALES

L'ÉLECTION DES DIRIGEANTS INTERNATIONAUX DE L'IBT

!IMPORTANT!

Vote

VOTING INSTRUCTIONS (ENGLISH)

You will soon be receiving your ballot in the mail for the Teamsters International Officer Election.

Be sure to carefully read the instructions on how to vote.

The instructions in English are located on the following page. You can use the sample ballot to help you in filling out your ballot correctly if you need assistance.

Vote

INSTRUCCIONES PARA EL VOTO (SPANISH)

Pronto recibirá en el correo su papeleta de voto para votar en la elección de los Oficiales del Sindicato de la Hermandad Internacional de Tronquistas.

Asegúrese de leer estas instrucciones sobre cómo votar.

Las instrucciones en español están en la siguiente página. Si usted necesita ayuda para llenar correctamente la papeleta de voto, puede ver como ejemplo el voto simulado.

Votez

INSTRUCTIONS DE VOTE (FRENCH)

Bientôt vous allez recevoir votre bulletin de vote par voie postale pour l'Élection des Dirigeants internationaux.

Veuillez suivre attentivement ces instructions pour savoir comment voter correctement.

Le mode d'emploi en français figure dans les pages qui suvent celle-ci. Vous pouvez utiliser en cas de besoin, le bulletin-échantillon afin de vous assister pour le remplissage de votre propre bulletin.

How to Cast Your Vote

ENGLISH

On or about October 12, you will receive a ballot in the mail for the Election of Teamsters International Officers. To make sure your vote will be counted, please read the following steps carefully:

***Use a PENCIL or either a BLACK or BLUE PEN to mark your ballot.**

1 Fill out your ballot yourself. Do not let anyone else fill out your ballot for you!

2 To vote fill in in the oval(s) ⬭ to the left of the candidate(s) or slate of your choice, as shown here: ⬬ . Use a PENCIL or a BLACK or BLUE PEN to mark your ballot. Do not mark the oval with a check (✓), an (x) or a dot (•), Otherwise the counting machine may not read your ballot correctly.

3 The ballot will tell you the number of candidates to be elected for each office. Do not vote for more candidates than you are allowed. If you vote for too many candidates for a particular office, every vote for that office will be void. The sample ballot presented below will show you how to vote.

4 Do not write, make any other marks or put your name or any information which identifies you on the ballot, or it will not be counted.

5 Put your voted ballot in the "Secret Ballot Envelope." This envelope will guarantee that your vote remains secret.

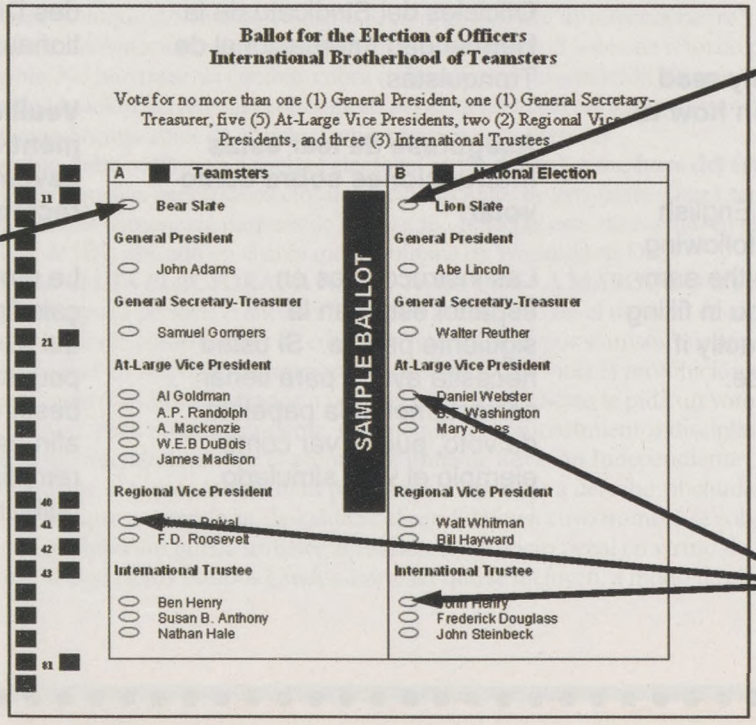
6 Place the Secret Ballot Envelope into the "Return Envelope," which is already stamped with pre-paid postage.

7 The information on your return envelope will identify you as an eligible voter. **Do not remove this information, change it, or cover it up.** Your vote will remain secret because the Secret Ballot Envelope containing your ballot will be removed from the Return Envelope and mixed with other Secret Ballot Envelopes before it is opened and your ballot is counted.

Mail your ballot yourself!

It is a violation of the Election Rules to allow someone else to mail your ballot for you!

If you fill in the oval here, you have finished voting because the **Bear Slate** is a **full slate**. It has the total number of candidates you can vote for:
1 President;
1 Secretary-Treasurer.;
5 At-Large VPs; and
3 Int'l Trustees.
By filling in the oval by the slate name, you have voted for all the candidates on this slate.



If you fill in the oval here, you have voted for **all** the candidates on the **Lion Slate**. You can also vote for 2 more At-Large VPs because the **Lion Slate** has only 3 of the 5 At-Large VPs to be elected. You can pick 2 more At-Large VPs from the **Bear Slate**.

Instead of voting for a slate, you can pick individual candidates from the slates. Vote for no more than the number of candidates allowed for each office by filling in the ovals next to your choices.

Como Votar

ESPAÑOL

El 12 de octubre, o alreadedor de esa fecha usted recibirá por correo una papeleta de voto para la elección de los Oficiales Internacionales. Para asegurar que su voto sea contado, por favor lea los siguientes pasos cuidadosamente:

***Use UN LÁPIZ o UNA PLUMA AZUL o NEGRA para marcar su papeleta de voto**

1 Llene su papeleta de voto usted mismo(a). No deje que nadie lo haga por usted.

2 Para votar, llene el óvaloque ⬭ está a la isquierda del nombre del (los) candidato(s) o de la lista de su preferencia, así como está demonstrado. ⬬ . Use UN LÁPIZ o UNA PLUMA AZUL o NEGRA para marcar el (los) óvalo(s) en su papeleta de voto. No marque el óvalo con un (✓), una (x), o un punto (•), si no la máquina de contar no podrá leer la papeleta de voto correctamente.

3 Su papeleta de voto le dirá cuantos candidatos serán elegidos para cada puesto. No vote por más del número indicado. Si usted vota por demasiados candidatos para una oficina en particular, todos los votos por esa oficina serán anulados. La papeleta de voto simulado que está más abajo muestra cómo votar.

4 No escriba, no ponga otras marcas y no ponga su nombre o información que le identifique en la papeleta de voto, si no el voto no contará.

5 Ponga su papeleta con su voto en el sobre marcado "Sobre de Voto Secreto." El uso de este sobre garantiza que su voto se mantenga secreto.

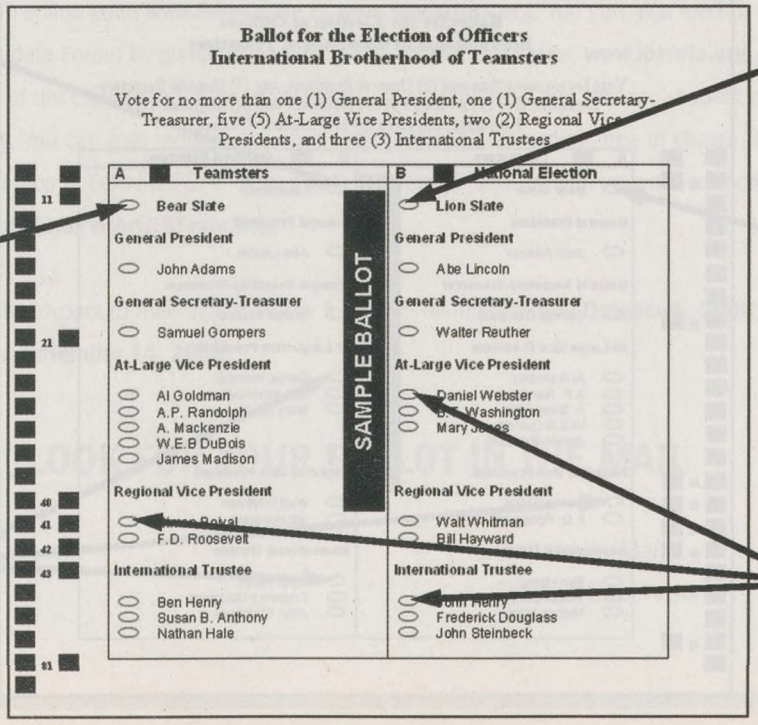
6 Ponga el Sobre de Voto Secreto en el "Sobre de Retorno," el cual ya tiene franqueo pagado.

7 La información en el Sobre de Retorno lo identificará como un votante elegible para participar en esta votación. **No remueva, cambie ni cubra esta información.** Su voto permanecerá secreto porque el Sobre de Voto Secreto que contiene su voto será sacado del Sobre de Retorno y será mezclado con los otros Sobres de Voto Secreto antes de ser abierto y que su voto sea contado.

¡Envíe Usted Mismo(a) Su Papeleta De Voto!

¡Es una violación de las reglas Electorales si se lo da a otra persona para que se lo envie por correo!

Si usted llena este óvalo, usted ya ha hecho su voto porque la **Lista Oso** es una **lista completa**. Tiene el número total de candidatos por los que usted puede votar: 1 Presidente General, 1 Secretario-Tesorero General, 5 Vicepresidentes Generales, 2 Vicepresidentes Regionales y 3 Fideicomisarios Internacionales. Al llenar el óvalo de nombre de la lista, usted ha votado por **todos** los candidatos de la lista.



Si usted llena este óvalo, usted ha votado por todos los candidatos de la **Lista León**. Usted también puede votar por 2 Vicepresidentes Generales más porque la **Lista León** sólo tiene 3 de los 5 Vicepresidentes que serán elegidos. Usted puede elegir 2 Vicepresidentes Generales de la **Lista Oso**.

En vez de votar por una lista, usted puede votar por candidatos individuales de las listas. Vote sólo por el número de candidatos permitidos para cada puesto llenando los óvalos junto a sus selecciones.

Comment Voter au Scrutin

FRANÇAIS

Le ou vers le 12 octobre, vous allez recevoir un bulletin de vote par voie postale pour l'Élection des Dirigeants internationaux de l'IBT. Afin de vous assurer que votre vote comptera, respectez scrupuleusement les consignes suivantes:

***Marquez votre bulletin de vote au CRAYON ou au STYLO NOIR ou BLEU.**

1 D'abord, remplissez vous-même votre bulletin de vote. Ne permettez à personne de le faire à votre place!

2 Pour voter, remplissez complètement la case ovale ⬭ située à la gauche du nom de l'équipe ou des candidat(s) de votre choix comme indiqué ici. ⬬ . Marquez votre bulletin de vote au CRAYON ou au STYLO NOIR ou BLEU. Ne marquez pas l'ovale avec un (✓), un (x) or un point (•), sinon le compteur des bulletins ne pourrait pas les lire correctement.

3 Le bulletin vous dira com bien de candidats sont à élire pour chaque poste. Ne votez pas pour un nombre plus élevé de candidats. Si vous votez pour plusieurs candidats â un poste particulier, chaque vote, pour ce poste sera annulé. Le bulletin-échantillon ci-dessous vous démontre comment voter.

4 N'écrivez rien sur votre bulletin de vote: ni une marque, ni votre nom ou toute autre information pouvant vous identifier – auquel cas le bulletin de vote sera nul et non avenu.

5 Après avoir voté, placez votre bulletin de vote dans "l'enveloppe du scrutin secret." L'utilisation de cette enveloppe vous assure la confidentialité de votre vote.

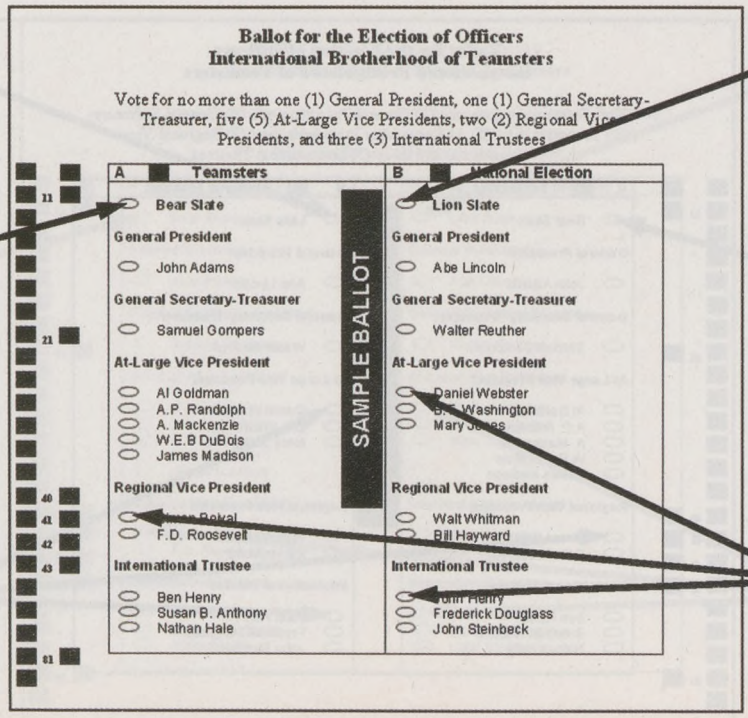
6 Mettez l'enveloppe du scrutin secret dans "l'enveloppe retour" déja pré-affranchie pour la poste.

7 L'information vous concernant sur l'enveloppe retour vous identifiera comme membre éligible à voter. **N'enlevez pas, ne modifiez pas et ne cachez pas l'information**. Votre vote restera secret car l'enveloppe de scrutin secret contenant votre propre bulletin de vote sera enlevée de l'enveloppe retour. Elle sera ensuite mélangée avec d'autre enveloppes du scrutin secret avant de procèder á l'ouverture de toutes les enveloppes et au dépouillement des bulletin de vote.

Mettez vous-même votre bulletin de vote au courrier.

Il est interdit par les Règles d'élection que vous permettiez à quelqu'un d'autre de poster votre bulletin!

Si vous remplissez la case ovale ici, vous aurez fini de voter, car **l'Équipe des Ours** est un **équipe complete**. Elle comprend le nombre total de candidats que vous pouvez choisir: 1 Président, 1 Secrétaire-Trésorier, 5 Vice-Présidents généraux, 2 Vice-Présidents régionaux et 3 Syndics internationaux. En remplissant la case ovale à côté du nom de l'équipe, vous aurez voté pour **tous** les candidats membres de cette équipe.



Ballot for the Election of Officers
International Brotherhood of Teamsters

Vote for no more than one (1) General President, one (1) General Secretary-Treasurer, five (5) At-Large Vice Presidents, two (2) Regional Vice Presidents, and three (3) International Trustees

SAMPLE BALLOT

A Teamsters	B National Election
Bear Slate	Lion Slate
General President	**General President**
John Adams	Abe Lincoln
General Secretary-Treasurer	**General Secretary-Treasurer**
Samuel Gompers	Walter Reuther
At-Large Vice President	**At-Large Vice President**
Al Goldman	Daniel Webster
A.P. Randolph	[illegible] Washington
A. Mackenzie	Mary [illegible]
W.E.B DuBois	
James Madison	
Regional Vice President	**Regional Vice President**
[illegible] Bokal	Walt Whitman
F.D. Roosevelt	Bill Hayward
International Trustee	**International Trustee**
Ben Henry	[illegible] Henry
Susan B. Anthony	Frederick Douglass
Nathan Hale	John Steinbeck

Si vous remplissez la case ovale ici, vous aurez voté pour **tous** les candidats de **l'Équipe des Lions**. Vous pouvez voter également pour deux autres Vice-Présidents généraux car **l'Équipe des Lions** comprend seulement 3 des 5 Vice-Présidents généraux à élire. Vous pouvez choisir 2 autres Vice-Présidents généraux à partir de **l'Équipe des Ours**.

Au lieu de voter pour une équipe, vous pouvez choisir des candidats indépendants parmi les listes d'équipes. Remplissez les cases ovales à côté du nom des candidats de votre choix mais ne choisissez pas plus de noms que le nombre maximal de candidats pour chaque poste à pourvoir.

ATTENTION ALL TEAMSTERS!

Candidate Campaign Materials: Article VII, § 10 of the *Rules for the 2005-2006 IBT International Union Delegate and Officer Election* (the *"Rules"*) permits a nominated candidate for International office to publish campaign literature published in the *Teamster* magazine. To be nominated for the general election ballot, an IBT member: 1) had to be nominated from the floor at the 27th International Convention (with nomination, second, and acceptance being made at the floor session); 2) had to receive at least five percent of the secret ballot votes cast by delegates for the position; and 3) had to accept nomination for the ballot after the secret ballot vote.

Candidates on a slate may pool the magazine space allotted to each candidate. The order of presentation of each slate or candidate's material in this magazine was determined by a lottery previously conducted in July 2006, as the Rules provide, although all slate material is published before that of individual, unaffiliated candidates.

The ideas expressed in these materials are solely those of the accredited candidates. They do not reflect, in any way, the views of the International Brotherhood of Teamsters, any affiliated Unions, or the Election Supervisor. Neither the IBT or the Election Supervisor altered any of these candidate materials. They come directly from the accredited candidates to the Teamster membership.

Candidate Forum: The IBT Candidate Forum was held on August 25, 2006. The participants in the Candidate forum were IBT General President Candidate Tom Leedham and IBT General Secretary-Treasurer Candidate C. Thomas Keegel as the designated representative of IBT General President Candidate James P. Hoffa. To watch a recording of the Candidate Forum online go to **www.ibtvote.org** or **www.teamsters.org.** You can also read or download a transcript of the Candidate Forum by going to the Election Supervisor's website, **www.ibtvote.org,** and following the links. DVD copies of the candidate forum were sent to each local union and you can request a copy from your local union for viewing. You can also request your own copy of the DVD recording, free of charge, by calling the Election Supervisor's office at 888-IBT-2006 or by sending an email request, with your name, local union number, and address to **ElectionSupervisor@IBTvote.Org.**

Ballots Are Coming: We expect to mail ballots to the full union membership on **October 6, 2006**. The ballot count will now start on **November 14, 2006.**

LOOK FOR YOUR BALLOT IN THE MAIL

Richard W. Mark
Election Supervisor

It Is Important To Everyone
Defeat Tom Leedham

Employers and politicians will be watching closely to see how strong a margin Teamster members re-elect Jim Hoffa as their President.

They will use any sign of weakness against us.

Don't give them an inch! Show them how united and strong we are!



☑ VOTE THE HOFFA SLATE

When We Negotiate From St

ryeamster That Jim Hoffa
hn By A Huge Margin



Be sure and vote to re-elect Jim Hoffa as your President.

The bigger the margin Jim Hoffa wins by, the stronger Jim Hoffa and the Teamsters will enter every negotiation in the years ahead.

onStrength Teamsters Win!



"I'm voting the Hoffa Slate because our hourly wages got increased by $5 over the life of the 2002 contract. That money means a lot to me."

— Scott Stier

UPS Teamsters Are Mailing In Their Ballots For The Hoffa 2006 Slate!



"In the 2002 contract, health and pension contributions increased by $3.75 per hour. Good health care and strong pensions are important to me and my family."

— Cordell Boyd



"Ken Hall and Jim Hoffa won new language to hold UPS accountable and enforce our contract, which protects UPS members."

— Steve Gruber

Jim Hoffa And Ken Hall Have Forced UPS To Open Early Negotiations For Our 2008 Contract!



"In order to strengthen UPS members' pensions and health care benefits, we forced UPS to begin early negotiations for the 2008 contract.

We are listening very closely to UPS members to make sure we win the items most important to you. UPS members deserve their fair share of UPS's record profits."

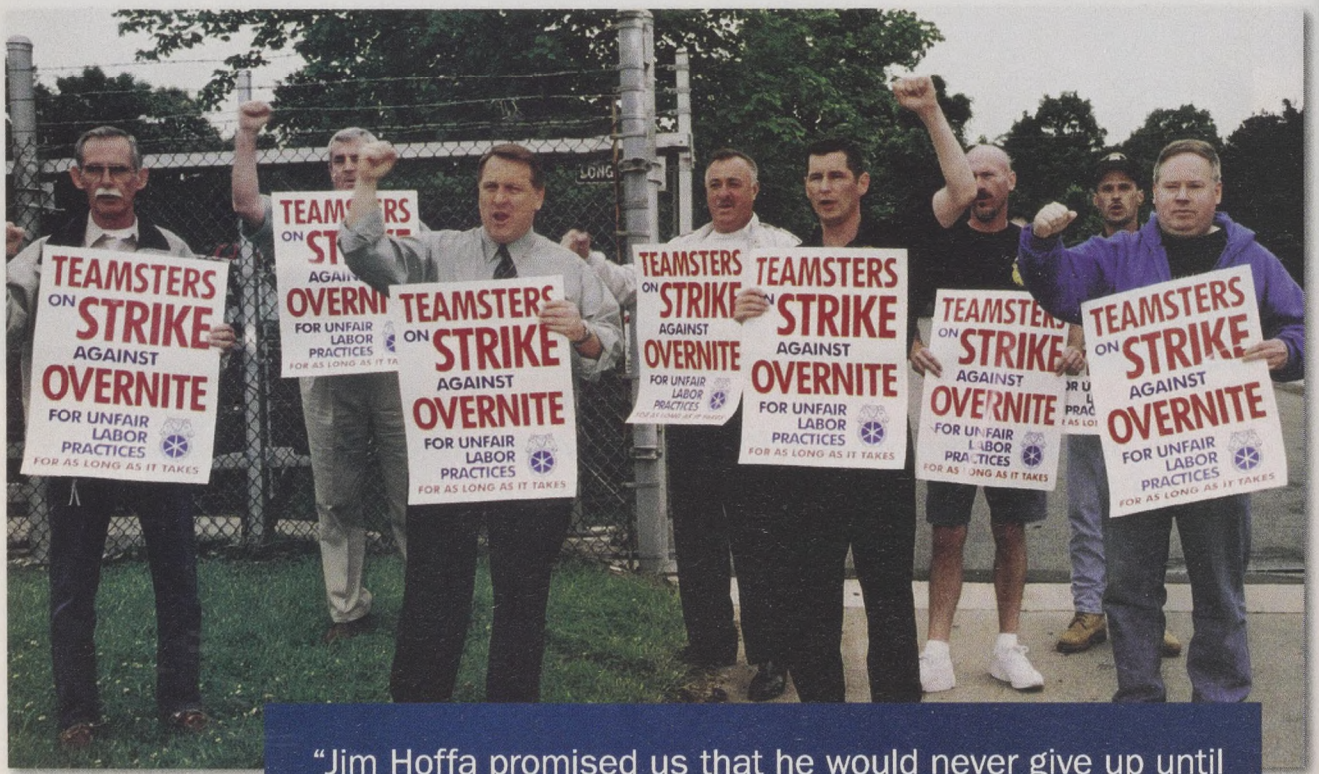
— Jim Hoffa and Ken Hall

☑ VOTE THE HOFFA SLATE

Jim Hoffa and Freight Director Tyson Johnson won a card-check neutrality agreement at UPS Freight, formerly Overnite Transportation.

UPS Freight drivers and dockworkers are now Teamsters after a majority signed cards in August. Contract negotiations are already underway.

This is the first step to finally bring the 15,000 Overnite workers into the Teamster family.



"Jim Hoffa promised us that he would never give up until Overnite workers had the right to join the Teamsters. That promise is now a reality when we became Teamsters in August. Thank you President Hoffa."

— David Osborn, First Elected UPS Freight Steward
Local 135, Indianapolis, Indiana

Freight Teamsters Are Voting For The Hoffa 2006 Slate!







Despite tough times in the freight industry, the Hoffa Team negotiated the strongest freight contract ever in 2003:

- Freight members got back "the Hammer" – the right to strike over deadlocked grievances.
- Freight members are getting a $2.25/hour wage increase over the life of the 2003 agreement.
- Freight members now have a real COLA that began paying a wage increase of $.10/hour in April of this year.
- Health and pension contributions increased by $3.10/hour.
- No subcontracting to Mexican drivers.

"As a Teamster member covered under the National Freight Agreement, I am voting for the Hoffa Slate because they have given us strength at the table, restored our right to strike and taken aggressive steps to organize non-union freight companies. We don't want to return to the days of division and weakness."

— Mike Nugent,
Holland Driver

Hoffa Built A $60 Million Strike Fund

"Five years ago, our union was on the verge of bankruptcy, and we had no real strike fund.

Employers knew we couldn't carry off a long strike and used that against hardworking members.

Jim Hoffa has created a real strike fund with more than $60 million that can pay weekly out-of-work benefits of 10 times your hourly wage.

Employers now know we can take them on. We negotiate from strength."

— John Freeman, Steward Local #701, Waste Management



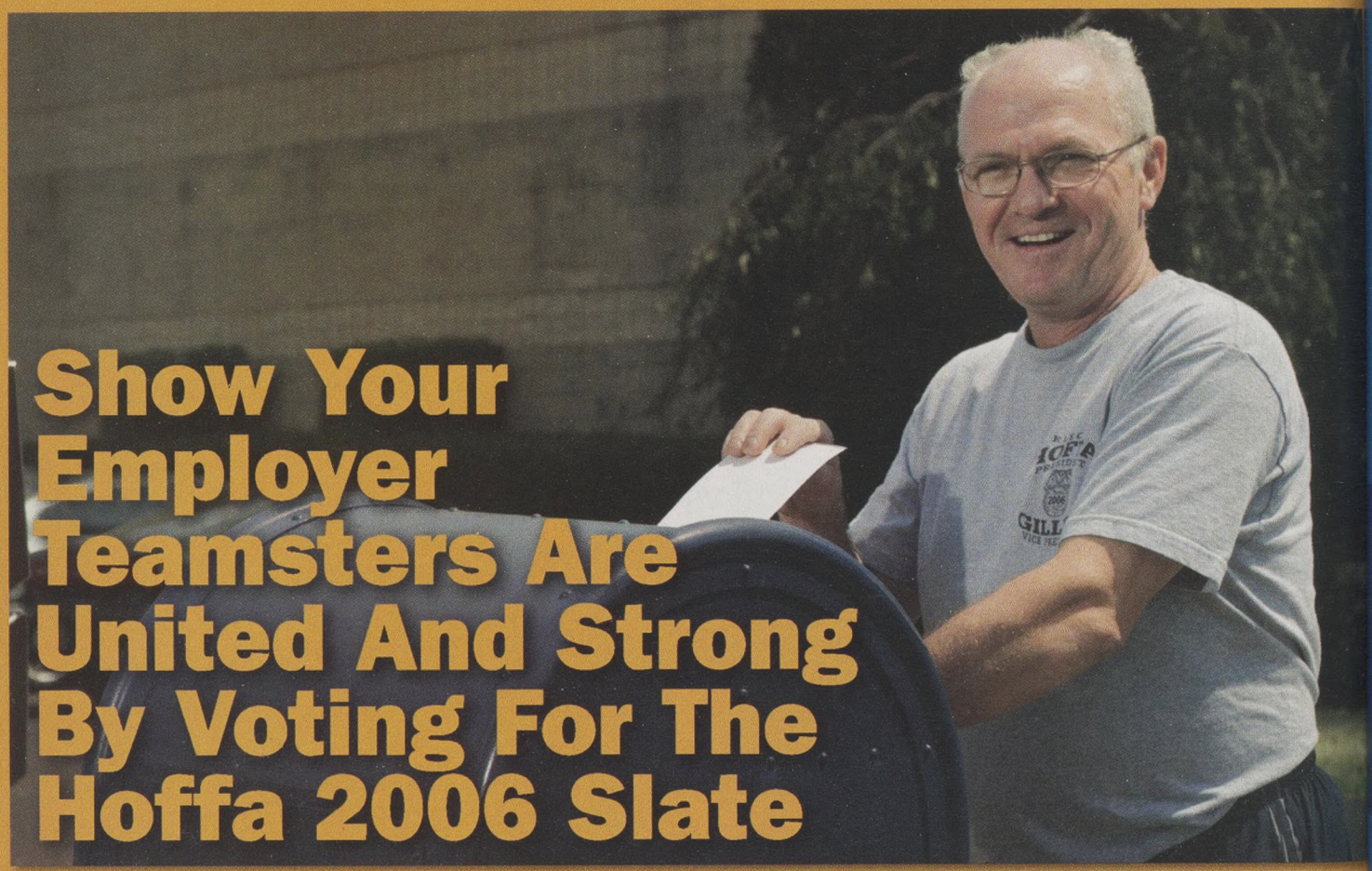


New Members Make The Teamsters Even Stronger

Thanks to Jim Hoffa's commitment to organizing, the Teamsters have added more than 150,000 new members.

- 31,000 new Teamsters from the Brotherhood of Maintenance of Way Employees
- 36,000 new Teamsters from the Brotherhood of Locomotive Engineers
- 61,000 new Teamsters from the Graphic Communications International Union
- Thousands of DHL employees across the United States

Show that you support being a member of America's Strongest Union by voting for the Hoffa 2006 Slate!



Show Your Employer Teamsters Are United And Strong By Voting For The Hoffa 2006 Slate



Jim Hoffa and his team supported Canadian Teamsters when he negotiated and approved the Canadian autonomy amendment to our union's international constitution.

For Canadian Teamsters, this means:

WE elect our own Canadian leaders

WE keep our dues dollars in Canada

WE have our own Canadian organization, Teamsters Canada, working for us

NOW IT'S TIME FOR CANADIAN TEAMSTERS TO STAND UP FOR JIM HOFFA. WE URGE YOU TO:

☑ VOTE THE HOFFA SLATE



Robert Bouvier
President/
International
Vice President,
Teamsters Canada



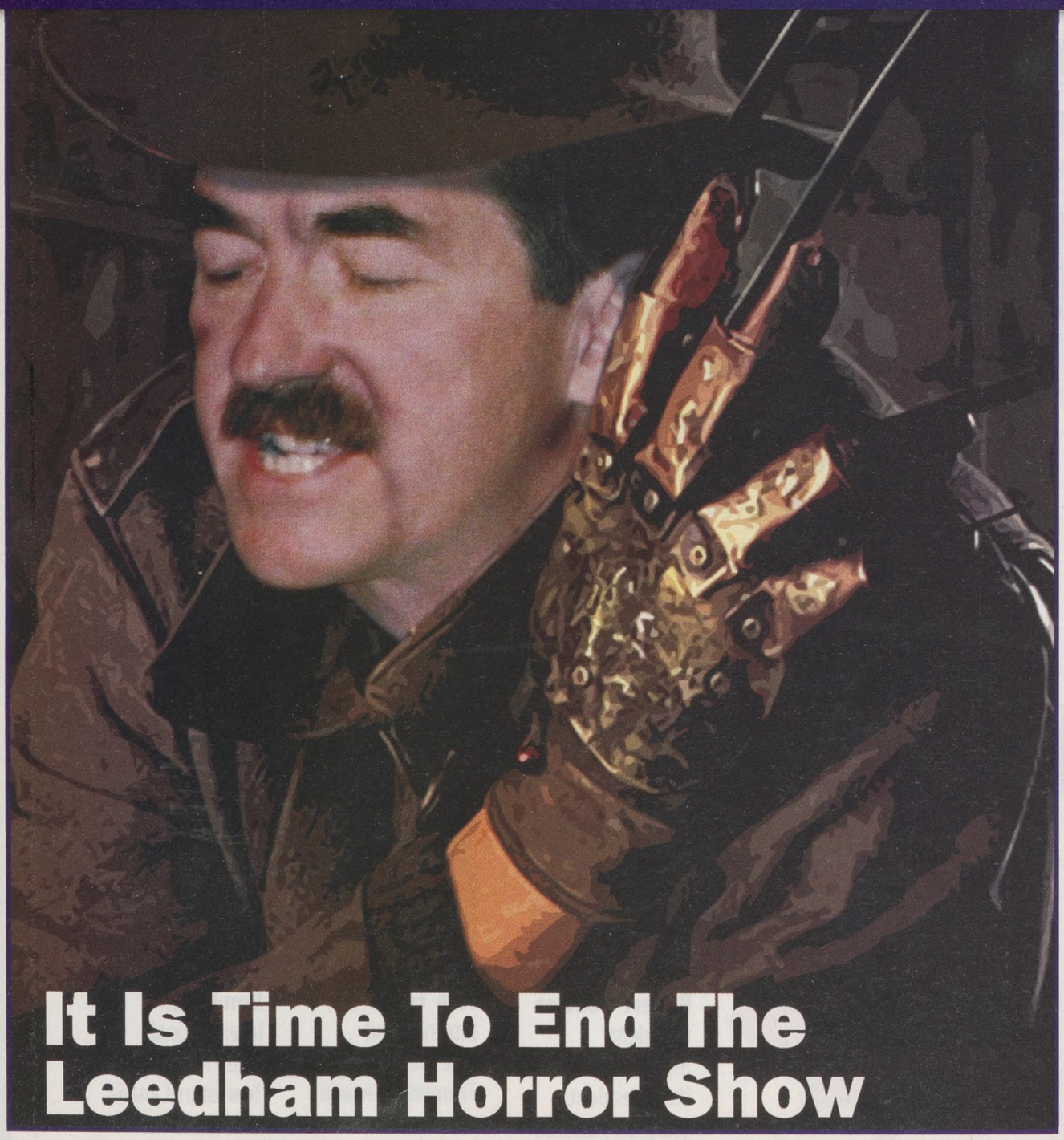
Tom Fraser
International
Vice President,
Teamsters Canada



Don McGill
International
Vice President,
Teamsters Canada

Coming Soon To A Local Union Near You!

Tom Leedham: Nightmare On Teamster Street!



It Is Time To End The Leedham Horror Show

Tom "Freddy Krueger" Leedham keeps coming back to slash and divide the Teamsters.

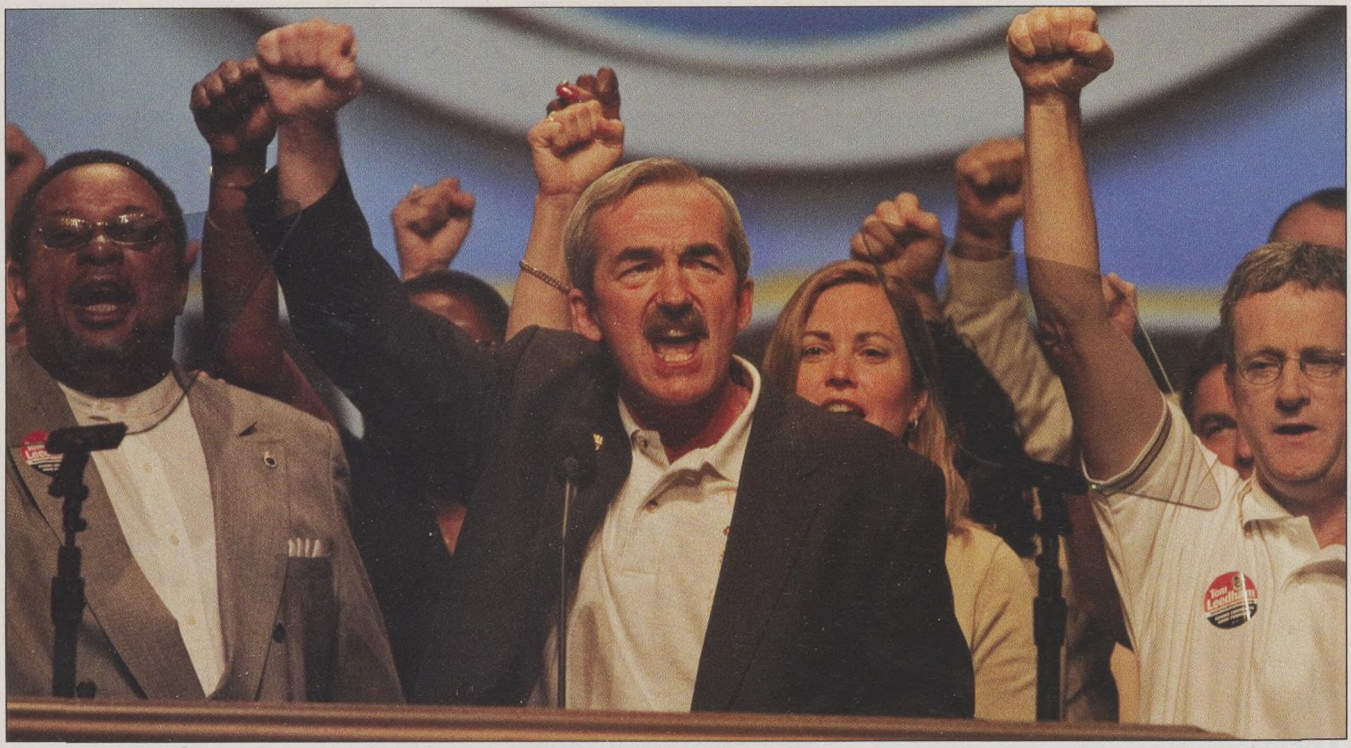


Leedham is a hack from the Ron Carey days that nearly destroyed the Teamsters.

Now Leedham is being bankrolled by a union-busting lawyer and a corporate foundation that owns stock in Wal-Mart.

It is time to end the Leedham horror show!

Vote the Hoffa Slate!



Tom Leedham

With Leedham at the International Union, Teamster Members–

- Won the first 25 and 30-&-Out Pension Benefits in Teamster history
- Won the 1997 UPS Strike
- Reversed a 16-Year Membership Decline
- Organized 37 Terminals at Nonunion Overnite

www.leedham2006.org 718-287-6156

HOFFA



A Failed Record of Declining Power

- ✘ Worst Pension and Benefit Cuts in Teamster History
- ✘ 150,000 Members Lost
- ✘ Overnite Organizing Drive Destroyed
- ✘ Biggest Dues Hike in Teamster History



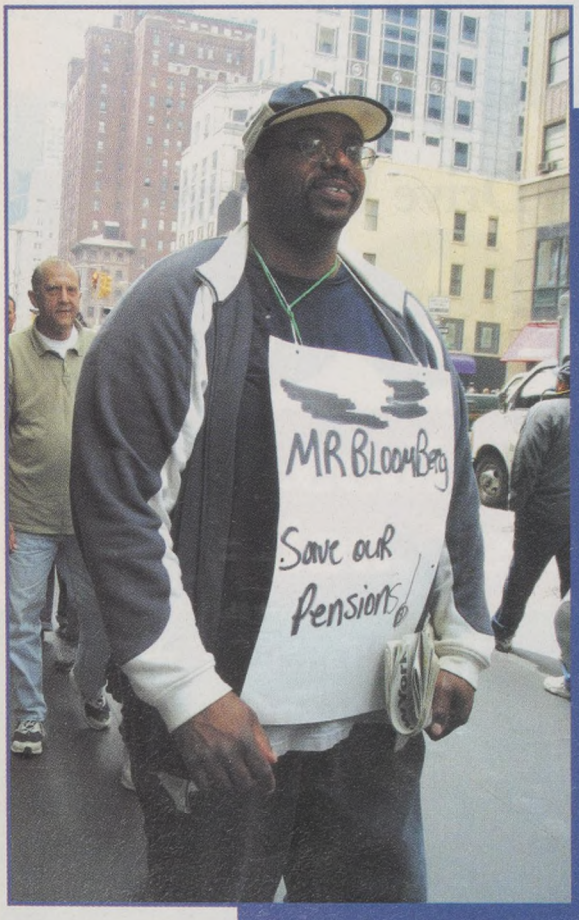
With a record like this, no wonder Hoffa ducked the debate with Tom Leedham. But if Hoffa can't stand up for himself, how can he stand up for Teamster members? Contact the Leedham Campaign for a DVD of the debate between Tom Leedham and Hoffa stand-in Tom Keegel.

www.leedham2006.org 718-287-6156

HOFFA



M.I.A. When Members Need Him Most



"When 600 movers in New York City were forced to strike to save our benefits, we petitioned Hoffa for his support. We got nothing, not even a phone call. Left to fight on our own, our strike was defeated.

"Our contract was gutted and our retirement benefits were devastated. New members had their pensions cut in half.

"Hoffa issued a press release declaring victory."

—Walter Taylor
Local 814, New York City

www.leedham2006.org 718-287-6156

Tom Leedham

Building Power by Uniting Teamsters



Tom Leedham has a 29-year record of uniting Teamsters and winning strong contracts as a shop steward, Local Union leader, Teamster Warehouse Director, and International Vice President.



"Hoffa's trustees cut our retirement accrual by 60 percent even though the pension fund is 100% funded. Tom Leedham is a proven leader who can undo Hoffa's damage. We've seen him do it.

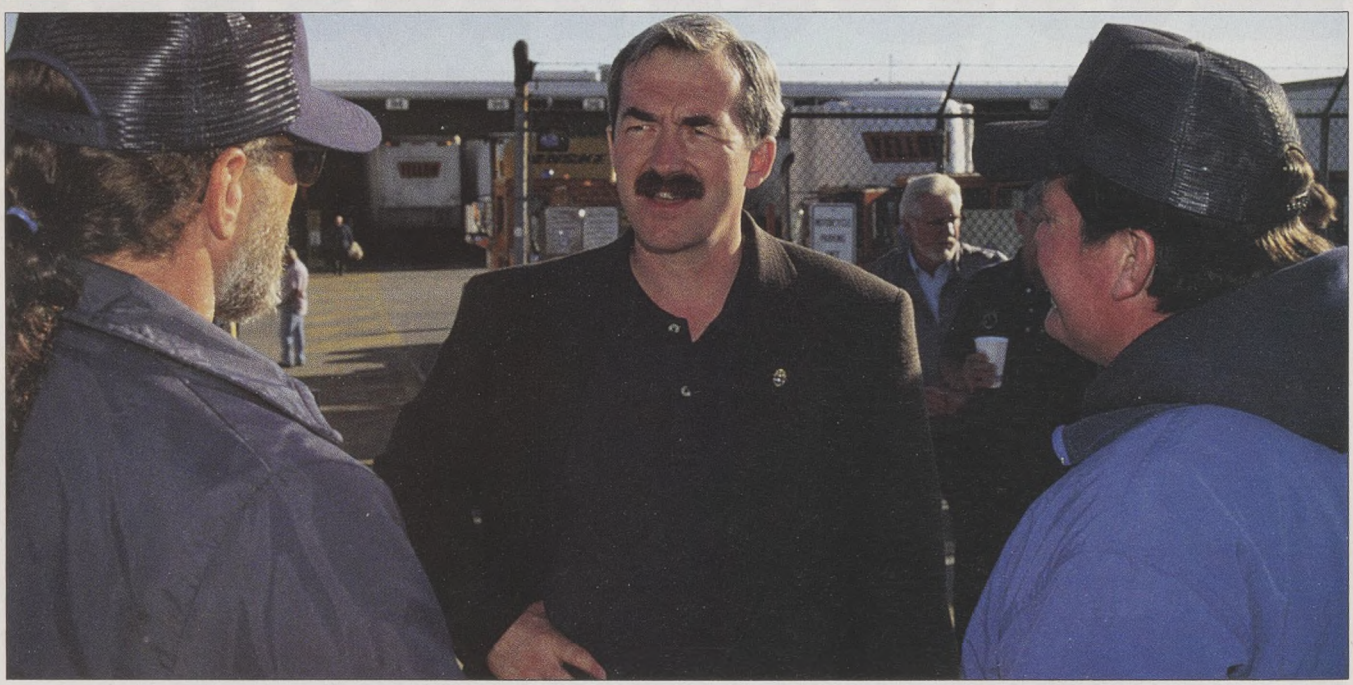
"Tom Leedham saved our health benefit fund from bankruptcy. He united members to win the best contracts in the industry. He restored our retiree healthcare benefits.

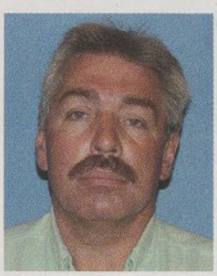
"That's the leadership we need from our General President."

–Dave Salisbury and Bill Meier
Fred Meyer (Kroger), Local 206, Oregon

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Freight Teamsters Back Leedham





"I supported Hoffa because he promised to restore the power. In return, he cut our pensions and abandoned freight Teamsters just like he abandoned the Overnite strike. The Teamsters in Hoffa Sr.'s home local are voting Tom Leedham."

–Jim Hamilton, Yellow, Local 299, Detroit



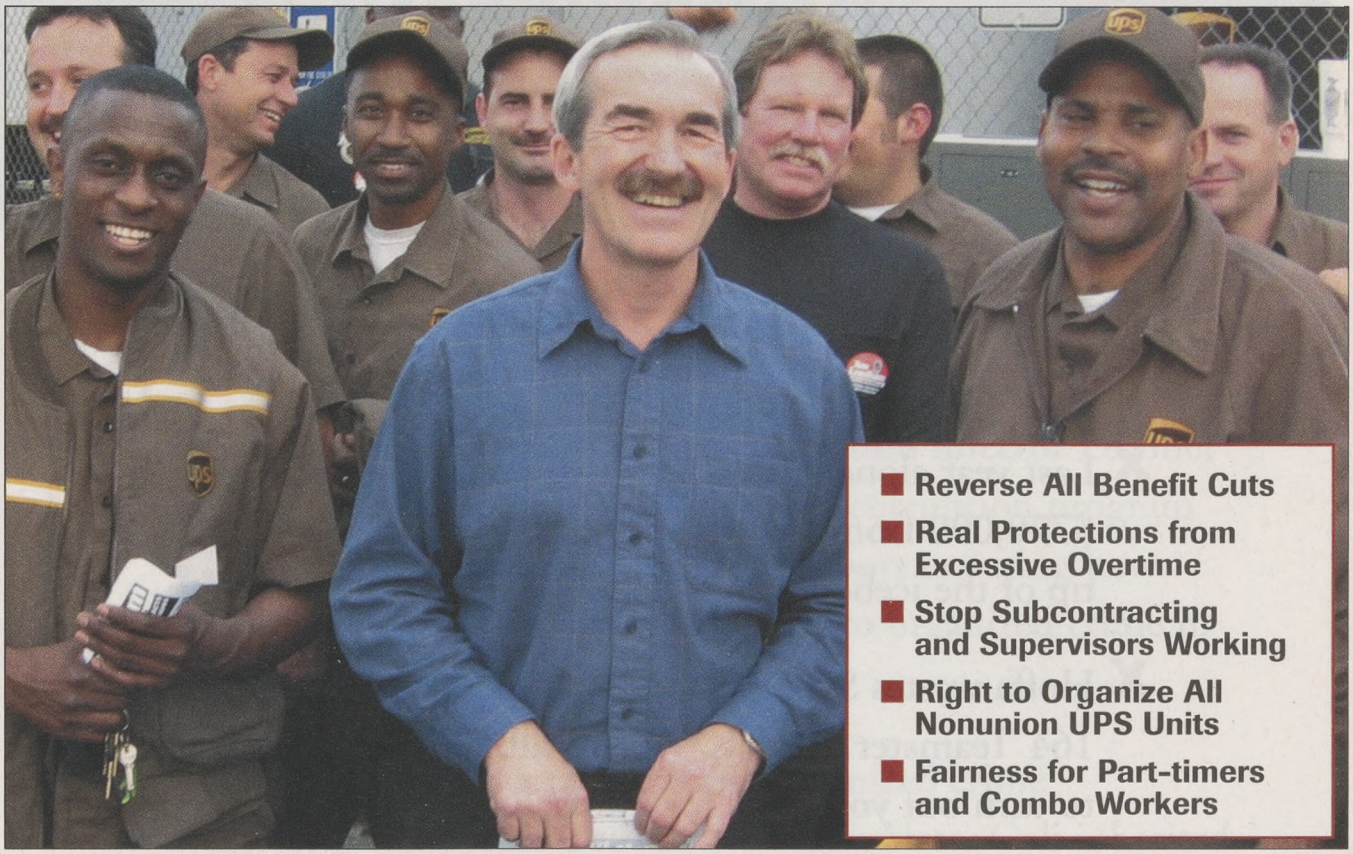
"Tom Leedham will take 1,000 Teamsters off the trucks and docks and put us to work organizing the nonunion competition and fighting for a strong NMFA."

–Travis Mapp, ABF Shop Steward, Local 728, Atlanta

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For a Strong UPS Contract Vote

Leedham

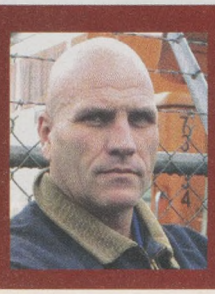


- Reverse All Benefit Cuts
- Real Protections from Excessive Overtime
- Stop Subcontracting and Supervisors Working
- Right to Organize All Nonunion UPS Units
- Fairness for Part-timers and Combo Workers



"Hoffa's cuts will force me to work eight extra years unless we restore our benefits. Hoffa's early bargaining is not the answer. I want Tom Leedham negotiating my next contract."

–Nichele Fulmore, UPS, Local 391, North Carolina



"Tom Leedham is a proven negotiator. He has bargained contracts that restored benefit cuts, won real protections against excessive overtime and subcontracting, and brought all workers up to top pay. That's the strong leadership we need at UPS. Hoffa's all talk."

–Dan Scott, Candidate for IBT Vice President At-Large
Secretary-Treasurer, Local 174, Seattle

www.leedham2006.org 718-287-6156

HOFFA



Buying Votes With Your Dues

- ✘ Hoffa forced through the biggest dues hike in history. Now he's buying votes with your dues.
- ✘ Last year alone, Hoffa paid two political consultants $770,000 from our union treasury. But that's just the tip of the iceberg.[1]
- ✘ Hoffa wastes $8.4 million a year on multiple salaries to 164 Teamster officials.[2] They will tell the same officials to turn out your vote for Hoffa.



"Tom Leedham will spend members' money on union power—not political patronage. Our financial reforms will save more than $8 million per year in your dues—enough to hire 100 more organizers to build Teamster power."

—Sandy Pope, General Secretary-Treasurer candidate

1. Teamster LM-2 financial reports filed with the Department of Labor. Hoffa paid consultants Greg Tarpinian and Richard Leebove $770,000 in 2005—not including their salaries from the Hoffa Campaign.

2. Teamster LM-2 financial reports filed with the DOL. Before Hoffa took office, just 16 International Union officials received multiple salaries, compared to 164 today.

www.leedham2006.org 718-287-6156

When it comes to Teamster corruption

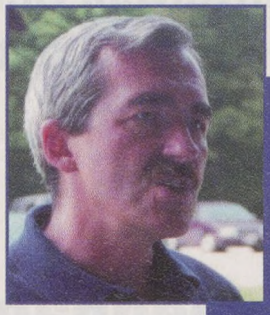


"The Problem is HOFFA"

- ✘ That's what Hoffa's own anti-corruption director Ed Stier said. The entire staff of Hoffa's anti-corruption program resigned and produced a detailed report exposing how Hoffa undermined investigations into organized crime in the Teamsters.[1]

- ✘ Hoffa promoted a target of the organized crime investigation, John Coli, to the Hoffa Slate. Coli inherited his power from his father, an organized crime figure who was barred from the Teamsters.

1. Issues Concerning Chicago Organized Crime Infiltration of Teamster Entities and Attempts to Undermine IBT Anti-Racketeering Reforms, Stier Anderson, LLC, April 2004.



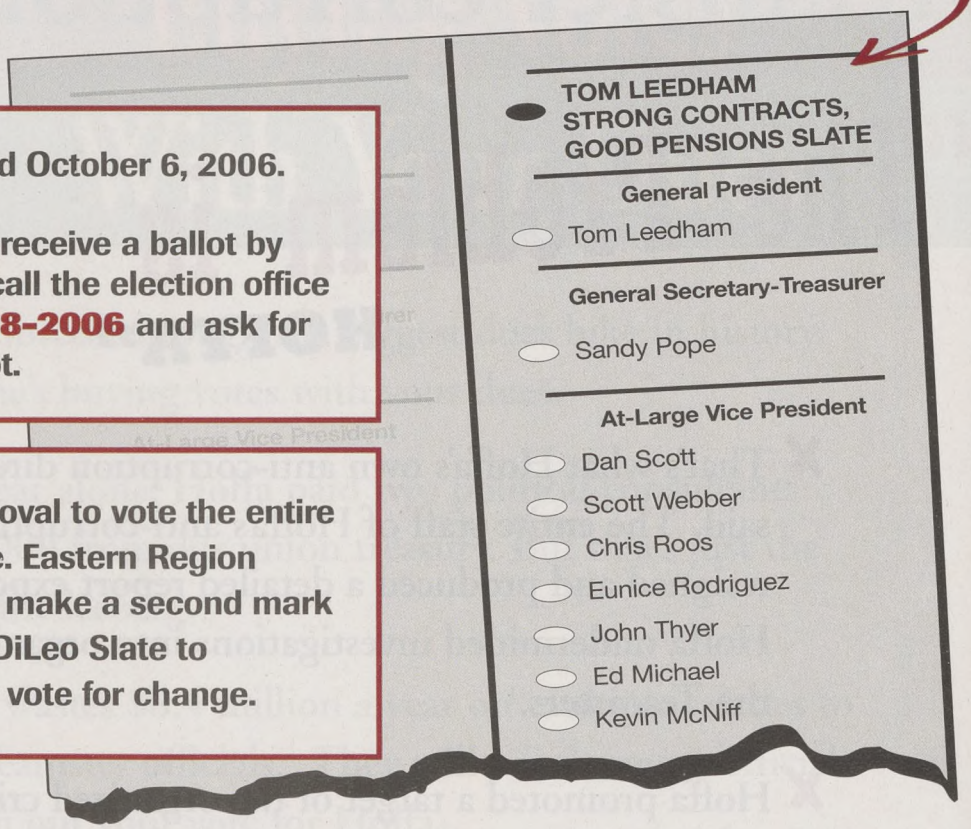
To cover for his corruption problems, Hoffa attacks Tom Leedham. In his 29 years as a Teamster, Tom Leedham has never even been questioned about any wrongdoing, let alone implicated in financial improprieties or corruption. Hoffa can't say the same.

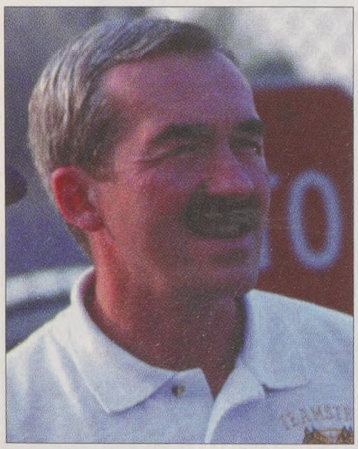
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Fill in one oval to vote for the entire Tom Leedham Slate

- Ballots mailed October 6, 2006.
- If you do not receive a ballot by October 19, call the election office at **1-888-428-2006** and ask for another ballot.

Mark just one oval to vote the entire Leedham Slate. Eastern Region Teamsters can make a second mark for the Virtue-DiLeo Slate to maximize your vote for change.

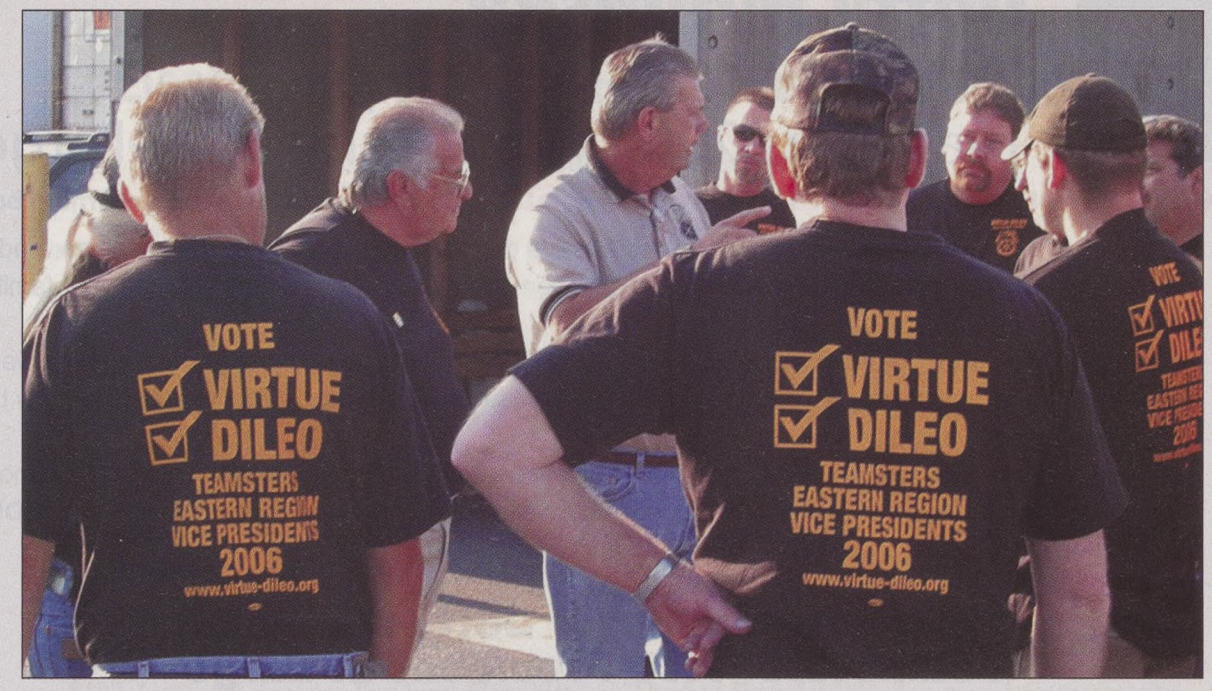




"If you think our union needs a new direction, I am asking for more than your vote. I am asking you to get involved. Get flyers and spread the word. Help turn out the vote. This election is about your union, your future. Together, we can rebuild Teamster Power."

—Tom Leedham

www.leedham2006.org 718-287-6156



We've taken our campaign to the streets and we've heard you loud and clear. You're sick of mud slinging politics. You're tired of being left out on important decisions that effect **YOU**. You want the focus of the IBT to move away from the elite few at the top and back to the **MEMBERS** where it belongs.

Our campaign has been about just those very issues. We don't like the personal attack style of campaigning and we won't do it. We believe the **MEMBERS** have a right to an **OPEN**, **ABOVE BOARD** agenda at the IBT and that is exactly what we will support.

EVERY decision made by the IBT should be based first, foremost, and always, on the best interests of **YOU**, the **MEMBERS**. This is the guiding principle we will apply if you send us to Washington as YOUR representatives.

Now, we need your support. It's down to crunch time and YOU have a chance to make a REAL difference. The Virtue-Dileo Slate will be there, will you?

VOTE:
The Virtue-Dileo Slate

Keep the East Strong!

Virtue-DiLeo.org



Dotty Malinsky,
Independent
Teamsters 2006 Vice President-at-Large

Tired of Business as Usual and Rubber Stamps on your union's top governing board?

- **I'm proud of our union,** but I believe our top leaders are on the wrong track. More troubling, few leaders will disagree with the guys in charge which prevents open debate of the issues that you and your families care about.
- **No more "status quo."** Your voice needs to be heard. If you vote for me, I'll bring your issues forward and ask the tough questions. Do you want a strong advocate in your corner? You'll get nothing less than my very best if you vote for me.
- **Let's send a message to our union's top leaders: No more business as usual.** This year, no more slate voting. Rather, mark your ballot for the individuals who speak to you and your issues. It's the **ONLY** way to bring **change and real independence** to our union.

Mark your ballot for Dotty Malinsky
Teamsters Vice President-at-Large

Important: If you cast your vote for the entire SLATE of incumbents, you can't vote for Dotty Malinsky or bring an end to rubber stamp politics on the board.

Visit Dotty on the web http://www.freewebs.com/dottymalinsky2006/index.htm.

Email Dotty at dottymalinsky2006@hotmail.com.

Election Supervisor's Report To IBT Members

BALLOTS ARE BEING MAILED TO THE RANK-AND-FILE

Watch the Candidate Forum – The 2006 IBT International Officer Candidate Forum was held on August 25, 2006 in Washington, D.C. before a live audience of IBT members. To watch a recording of the Candidate Forum online go to **www.ibtvote.org** or **www.teamsters.org.** You can also read or download a transcript of the Candidate Forum by going to the Election Supervisor's website, **www.ibtvote.org**, and following the links. DVD copies of the candidate forum were sent to each local union and you can request a copy from your local union for viewing. You can also request your own copy of the DVD recording, free of charge, by calling the Election Supervisor's office at 888-IBT-2006 or by sending an email request, with your name, local union number, and address to **ElectionSupervisor@IBTvote.Org.**

The participants in the Candidate Forum were IBT General President Candidate Tom Leedham and IBT General Secretary-Treasurer Candidate C. Thomas Keegel as the designated representative of IBT General President Candidate James P. Hoffa. A panel of three journalists posed their own questions to the candidates and also posed two questions to each candidate that were submitted by IBT members. The panel members were Harold Meyerson, Editor-at-Large, The American Prospect; Michelle Amber, Daily Labor Report; and Tom Edsall, National Political Reporter, The New Republic and National Journal.

Make Sure You Get Your Ballot – We expect to mail ballots on October 6, 2006. Call the Election Supervisor's Office toll free at 888-IBT-2006 (888-428-2006) or in the Washington, D.C. metropolitan area call 202-429-0403 to get a ballot if:

- Your address changed recently.
- You do not get a ballot in the mail by October 19, 2006
- You made a mistake on your ballot or want to re-vote. Do not cross out or try to change the mistake, and do not open and reseal the return envelope. Call to get a new, blank ballot

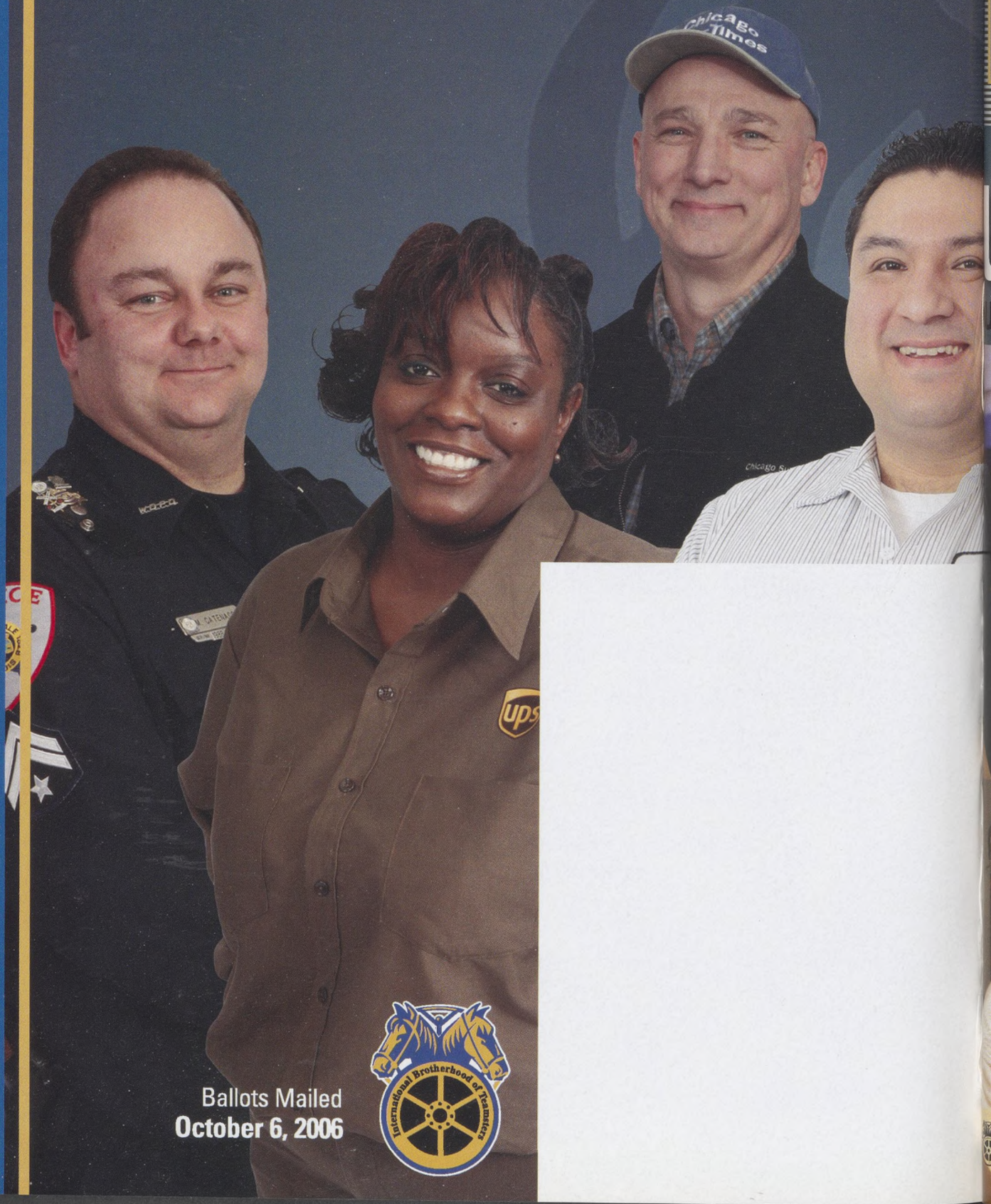
DO NOT GIVE YOUR BALLOT TO ANYONE ELSE TO MARK OR TO MAIL.
MARK AND MAIL YOUR BALLOT YOURSELF.

Ballots must be received by 9:00 a.m. on November 14, 2006. The ballot count will start on November 14, 2006, in Alexandria, Virginia. Daily tallies will be announced at the count site.

Richard W. Mark
Election Supervisor

Your Right
Your Responsibility
VOTE!

For the Election of
International Union Officers



Ballots Mailed
October 6, 2006

International Brotherhood of Teamsters

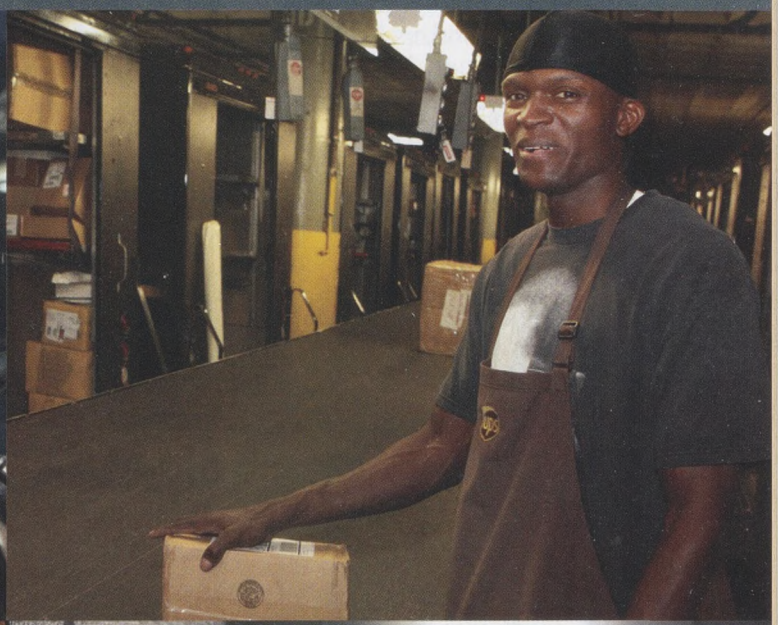
ERNATIONAL BROTHERHOOD OF TEAMSTERS NOVEMBER/DECEMBER 2006

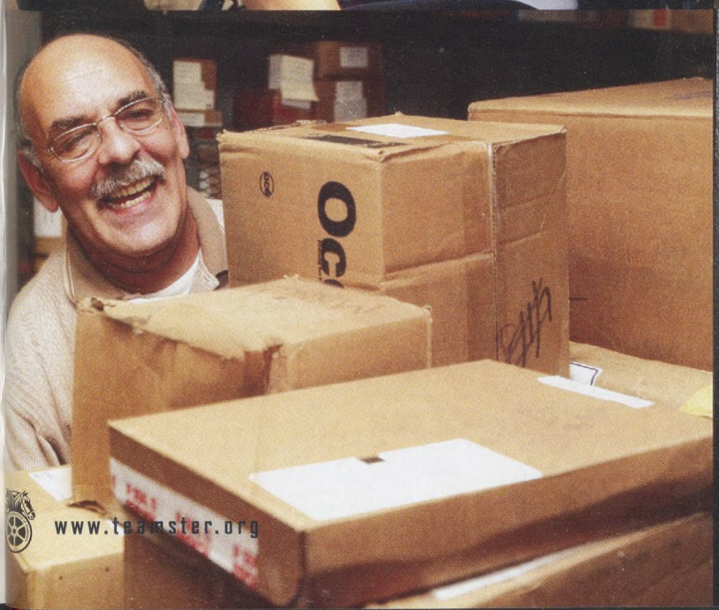
TEAMSTER

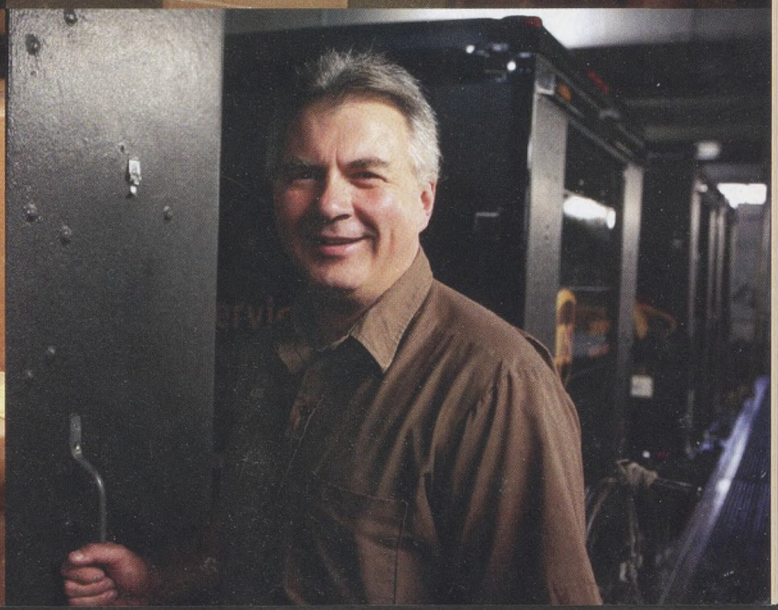
United For A Secure Future

UPS TEAMSTERS BEGIN NATIONAL CONTRACT NEGOTIATIONS









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TEAMSTER

www.teamster.org

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NOVEMBER/DECEMBER 2006 / VOLUME 103, NO. 8

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A MESSAGE FROM THE GENERAL PRESIDENT

Putting Workers First

In August, the U.S. trade gap widened to a staggering $69.9 billion, a 2.7 percent increase over July's record-setting $68 billion deficit. Our trade deficit with China alone shot up by 12.2 percent to a record of $22 billion. At this rate, the U.S.-China trade deficit will blow away last year's $202 billion, the highest deficit ever recorded between two countries.

But this is nothing new. Our government's economic policies have led to record-setting trade deficits for five consecutive years. These policies have also cost the United States millions of jobs. Since 2001, 2.7 million U.S. jobs have been outsourced to other countries and 3 million manufacturing jobs have been lost.

10 Years Gone

Ten years of NAFTA have shown us that the only winners are multinational corporations that move plants out of the United States to pay a nonliving wage and re-import finished goods into this country. In other words, U.S. workers lose and foreign workers lose, but the CEOs and large shareholders of multinational conglomerates win.

Our government promotes America as champions of liberty in one breath while promoting trade agreements that fail to safeguard basic human rights, wage standards and environmental protections in another.

Bad Solutions

Our elected officials continue to support trade policies that have displaced more than a million Mexican farmers and have impoverished millions more Latin Americans, forcing these desperate workers to risk their lives to illegally migrate north and take menial jobs to support their families back home. Our government's solution to illegal immigration is not a re-examination of destructive trade policies, but rather a 700-mile fence along the Mexican border.

Instead of passing more trade agreements modeled after NAFTA and CAFTA, Americans should demand real action that will benefit workers both here and abroad.

The Teamsters have a strong, proud history of opposing trade deals that are unfair to American workers. Let your elected officials know that you do not support padding Corporate America's profits at the expense of our nation's working men and women. We must fight these unfair trade agreements. Our future depends on it.

James P. Hoffa

In Memoriam: Kelly Heyer

Teamsters Mourn Loss of Comair Flight Attendant



On August 27, flight attendant Kelly Heyer was among 49 people killed in the crash of Comair Flight 5191 in Lexington, Kentucky.

"On behalf of the Teamsters Union, our deepest sympathies go out to the families, friends and coworkers of Kelly Heyer and everyone who was on Flight 5191," said Jim Hoffa, Teamsters General President. "This accident was a true tragedy. We mourn and honor the lives lost."

The aircraft was assigned the airport's Runway 22 for the takeoff, but used Runway 26 instead. Runway 26 was too short for a safe takeoff, causing the aircraft to depart the end of the runway before it could become airborne. It crashed just past the end of the runway, killing all 47 passengers and two of the three crew. The flight's first officer was the only survivor.

Heyer, 27, had been a member of Local 513 in Florence, Kentucky since beginning work at the airline in July 2004. A Florence resident, Heyer was stationed at JFK Airport in New York City and was selected as the flight attendants' New York representative earlier this summer.

Devastating News

"We were devastated when we heard the news," said Connie Slayback, Local 513 President and Comair flight attendant. "Kelly always had the courage to stand up and represent himself and our fellow flight attendants. He was popular at JFK and his coworkers always had nice things to say about working with him."

"He was a stand-up individual," said Tracey Riley, Comair flight attendant and Local 513 business agent. "He was very professional, loved his job."

Slayback said that she had called Heyer last week, reporting that he had won his first grievance, concerning a flight crew's rest time and report time.

"Any time he had a question or thought the company wasn't interpreting the contract correctly, he'd be on the phone, almost right after he was hired," Slayback said. "He wasn't argumentative, so much as someone who wanted things done right."

Remembering Heyer

"He was a dynamic person," said Jim Hoeh, a friend of Heyer's. "He treated everyone with the respect he believes they should be treated with."

"I just wish I could see you once again to say one final goodbye," an unidentified friend wrote on an Internet bulletin board. "My wife was so right when she said, 'My life was just better because Kelly was a part of it.'"

"His truly is a heartbreaking loss," said Don Treichler, Airline Division Director. "Kelly was an upstanding professional. We extend our heartfelt condolences to Kelly's family, friends and coworkers."

GENERAL EXECUTIVE BOARD

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Washington, DC 20001

C. Thomas Keegel
General Secretary-Treasurer
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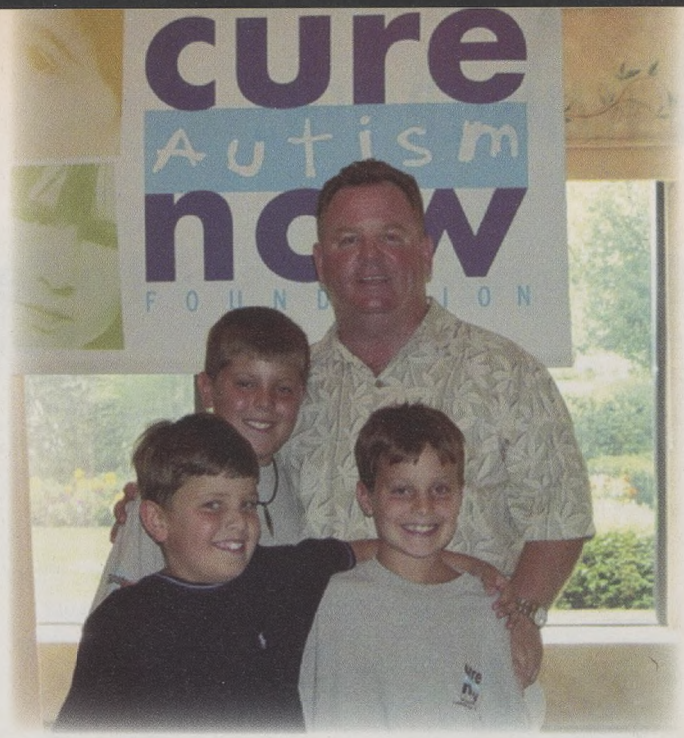
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Washington, DC 2

"In Search Of A Cure"

Local 731's Hancock, Charity Event Raises Over $1 Million



As President of Local 731 in Chicago, Terry Hancock has the leadership skills to achieve victories for workers and their families. The same leadership qualities cross over into his personal life, allowing him to make a difference in the lives of thousands of people.

Hancock holds an admirable distinction. He is the single largest individual fund-raiser for autism charities in the country. Hancock's "In Search of a Cure" golf event has raised more than $1 million for Cure Autism Now, a nonprofit organization that supports research leading to the prevention and treatment of autism.

Hancock started the tournament in 2002 with Chairperson Roberta Lester, and they have had the full support of Teamster members, their families and friends with this annual event. Most supportive of Hancock is his 12-year-old son, Bryan.

A Great Kid

In most ways, Bryan leads a normal life. He swims, plays on a basketball team and horses around with his two brothers. However, he also faces his share of struggles. Bryan has been diagnosed with autism. While Bryan will always be affected by autism, in-home therapy has improved his condition greatly and he is now a vocal supporter of his father's charity.

"Bryan is a gift from above. He is a great kid and always amazes me. He was shy during the first few golf outings, but now he controls the microphone and runs the raffle," Hancock said.

The money that Local 731 raises goes to support a condition that is the nation's fastest growing developmental disorder. An estimated one in 166 children are currently affected by autism, up from 1 in 10,000 children just 12 years ago. Hancock is thankful for the Chicago Teamster members and their families who have come out to help his cause, which has gained support beyond the local.

Teamster Support

Hancock serves as a Trustee on the Executive Board of Joint Council 25, which recently raised more than $150,000 at its third annual All Charity Event. Through the success of this event, Joint Council 25 was able to contribute to over a dozen charities. This includes the 2006 "In Search of a Cure" event, which was the recipient of a $12,000 contribution to Cure Autism Now.

"We believe in the causes we support and in the importance of working toward the prevention and treatment of autism. We feel lucky to work with people as passionate as Terry and Roberta when it comes to helping others," said John T. Coli, President of Joint Council 25.

"Hancock believes in doing whatever he can to get people involved in finding a cure, possibly within his lifetime.

"There was a time when people were afraid of autism because they didn't know what it was," Hancock said. "The more we can help understand it, the more we can work to treat it, and hopefully one day, find a cure. That is what I'd like to achieve."

To learn more about autism or to help out, visit Cure Autism Now at their web site: www.cureautismnow.org.

TEAMStar MEDICARE PART D
Prescription Drug Program

Open Enrollment Period Ends December 31, 2006!

The open enrollment period for the TEAMStar Medicare Part D Prescription Drug Program will end on December 31, 2006. The next enrollment period will not begin until November 15, 2007.

TEAMStar Part D Program participants enjoy the following benefits:

- Competitive group rates – IBT program not available to the general public
- Comprehensive drug coverage and pharmacy network – over 2,100 drug prescriptions available through over 50,000 pharmacies nationwide
- Coverage options – two plans to choose from
- No annual deductible – plan begins paying immediately



For additional information, or if you need an enrollment packet, visit our website at www.teamstarpartd.com or call 1-866-524-4173.

RDL61103

Recognizing Those Who Serve

"Helmets to Hardhats" Push States to Streamline CDL Rules



When Army Sgt. Nathan Monroe was home on leave last year, he needed to renew his driver's license. Because he had been trained by the Army to drive tractor trailers, flatbeds and fuel tankers, he thought he would use his military paperwork to get his commercial drivers license.

Instead, the 22-year-old Holt, Michigan soldier was told, "my military paperwork was of no use, that I would have to start all over from the beginning with state of Michigan testing and requirements to obtain my certification and licensing."

Michigan is one of 45 states that do not recognize prior military training and experience when granting commercial licenses. As these state laws now stand, Monroe and military men and women like him would have to wait through months of retraining and retesting before they could re-enter civilian life in a commercial driving career.

The Teamsters are trying to change these rules. General President Jim Hoffa, a Trustee of the Helmets to Hardhats program, recently wrote to the governors and transportation department administrators of each of the 45 states that do not recognize military driving experience in hopes of loosening these undue restrictions.

Repaying Our Debt

Federal regulations already give each state the ability to grant CDLs based on military experience. But only Florida, Minnesota, Nevada, Ohio and Rhode Island "recognize the talent and skill our veterans achieve while serving our country," Hoffa's letter states.

"For the sake of our veterans and their families, I ask that your state adopt similar measures based upon standards of military experience," Hoffa told the governors. "This would not only help repay our debt to those who have served our country in a time of war, but would also ensure applicants have the skills necessary to safely handle commercial vehicles on our nation's highways."

The letters are the first step is an ongoing Helmets to Hardhats campaign to help transition veterans into commercial driving jobs. The nonprofit organization was formed nearly four years ago to connect former military members with career training and employment within the construction industry.

Monroe, who has logged approximately 16,000 miles—in both combat situations during two deployments to Iraq and on German autobahns—salutes the union's efforts. "The military has given me more than enough experience and mileage to be a fully licensed truck driver," Monroe said. "I think what the union is doing is great. This makes me feel that the union does everything possible to help the truck drivers of the country do their jobs better and provide a qualified work force."



A Really Big Deal

Local 807 Member Wins $675,000 on "Deal or No Deal"

Teamster Matthew "Matty" Sollena, a long-time member of Local 807 in Long Island City, New York, won a whopping $675,000 on the September 18 episode of NBC's "Deal or No Deal."

Sollena has been a delivery truck driver for Superior Printing Ink in Teterboro, New Jersey for the past 10 years. Before that, Sollena worked as a Teamster for Capital Paper in Manhattan for 13 years.

"Deal or No Deal," hosted by Howie Mandel, is a highly rated prime-time game show in which contestants choose one of 26 sealed briefcases to keep, without knowing the amount in each one, ranging from one penny to $1 million. But on the day the Staten Island resident appeared in the show's season premiere episode, the top prize had tripled to $3 million. Sollena promptly selected briefcase 23 from the 26 cases after proudly proclaiming he has

Rhode Island Renaissance

Film and Television Projects Flow into Ocean State

Stephen Silva remembers the lean years.

Silva has been a member of Local 251 in Providence, Rhode Island since 1975 and remembers working on his first project in Newport, Rhode Island on the set of "The Great Gatsby" starring Robert Redford. However, back then projects like "The Great Gatsby" were few and far between.

"We hit a dry spell for awhile," Silva said. "But since 1997 I have had steady work in this industry and we have really seen a big increase in projects recently."

Silva is currently the transportation captain on the set of "Waterfront," a Warner Brothers television series starring Joe Pantoliano, Mary Stuart Masterson and Billy Baldwin. He credits the leadership of Local 251, and Steven Feinberg, head of the Rhode Island Film and Television Office, with the surge in television and film projects.

"Local 251 and Steven Feinberg really worked closely with the state government to create a film incentive program that would attract studios to Rhode Island," Silva said. "This program and similar programs in other states have really helped to slow runaway production."



Our members can now count on steady work from this industry and a better life for their families."

— JOSEPH BAIROS, SECRETARY-TREASURER OF LOCAL 251

With the help of the government and the union, Feinberg's office spearheaded the passage of a competitive film incentive program, brought more than $100 million in revenue to the state, created 1,000 jobs and has renovated three facilities in the state to handle film and television production full time.

Getting the Job Done

"Rhode Island has done a great job getting projects into the state," said Danny Allen, a member of Local 251 who has been working in motion picture and television for 11 years. "Because of the film office's and union's efforts, we have good-paying jobs right here in this industry."

Local 251 members were on the set during production of the feature "Underdog" starring Jason Lane as the voice of the title character. Teamsters are now preparing for their next Disney feature-length film, "Dan in Real Life," starring Steve Carell, Juliette Binoche and Dane Cook.

"We worked very closely with Steve Feinberg at the Film Commission to bring production here to Rhode Island," said Joseph Bairos, Secretary-Treasurer of Local 251. "Our cooperative efforts led to our state's film incentive program and we have seen an unprecedented influx of film and television production. Our members can now count on steady work from this industry and a better life for their families."

been a Teamster for 23 years and also married for 23 years.

Record Breaking Offer

With the help of his wife Denise, 40, his 16-year-old twin daughters Alexandra and Ariel, and brother-in-law James, Sollena then had the task of eliminating the remaining 25 cases. After a pre-determined number of cases were opened, Sollena was repeatedly offered sums of cash in exchange for what might be contained in the briefcase of his choice. To avoid the risk of pushing his luck too far, Sollena ended up accepting a record-breaking offer of $675,000.

When asked what he is going to do with his newly acquired windfall, Sollena said he was going to take his family on a vacation to Italy, make some investments and buy himself something he always wanted: a yellow Corvette.

"I am so thrilled. Not only am I a big winner on 'Deal or No Deal,' I am also a winner as a Teamster. As a member, I have a great health plan, strong benefits and job security," Sollena said. "And whenever I have a problem on the job, I can always count on my local representatives to be there for me."

Texas Triumph

Big Benefits for Members

Workers in Dallas and San Antonio employed by GES Exposition Services and Dallas workers at Freeman Companies unanimously ratified new contracts recently. The three-year agreements cover about 181 workers in Dallas and 100 in San Antonio. The bargaining units include drivers, warehouse workers, checkers, helpers and forklift operators. Locals 745 in Dallas and 657 in San Antonio engaged in joint negotiations with GES, while Local 745 negotiated with Freeman Companies.

"These were good deals," said Danny Carpenter, shop steward for Local 745.

Most of Locals 657 and 745 trade show members work part time with sporadic schedules dependent on the number of trade shows or conventions in town. Previously, they did not have employment-based health insurance or a retirement savings plan. For this round of negotiations it became critical for them to secure these benefits.

"We were committed to making significant improvements," said Don Prda, a 37-year freight hand and member of Local 745. "I am happy to know that when I retire things will be a lot better than when I started."

Workers Covered

Local 745 members won a health care plan where the company contributes a set amount per hour worked and workers can make pre-tax contributions. Coverage includes medical care, vision, dental, disability and group term life insurance. Employers' payments to the health plan are $0.50 per hour worked in

Made In America

TV Show Honors the American Laborer



John Ratzenberger's name may not be familiar, but everyone knows the loveable, know-it-all postal worker named Cliff Clavin he played on the hit show Cheers. And Ratzenberger knows a thing or two about the American worker.

The Emmy-nominated actor now crisscrosses the country, exploring American-made products for the Travel Channel's Made in America. Each episode of Made in America spotlights the wide variety of products made in the U.S.—from snow blowers to rubber bands—and the workers who make them.

Ratzenberger has always had a fondness for labor. Growing up, his mother worked in a factory and his father was a Teamster who drove a truck for Texaco. Ratzenberger grew up appreciating his parents' work, and this appreciation has stayed with him over the years.

Teamsters in the Spotlight

"Factory workers and other manual laborers really are the backbone of our civilization and I felt there should be an audience applauding them," Ratzenberger said in an interview with Teamster Magazine.

Made in America has showcased many union companies over the past few seasons, including Teamster sites like Sikorsky, Pepsi, Budweiser, Louisville Slugger, Tillamook Cheese and others. Ratzenberger is moved by the spirit of the American worker, but is deeply concerned with the recent surge in outsourcing and what this may mean for the future.

"Whether you're a bricklayer, a carpenter, or a construction worker, we're all connected in the great tapestry of America," Ratzenberger said. "We need to take action for the sake of our kids and grandkids."

Hidden Costs

Ratzenberger is concerned that Americans don't often think about the implications of their purchasing decisions, and this can have a major effect on communities across the country.

"When someone buys a T-shirt that's a few dollars cheaper because it was made in China, they don't realize that it ends up costing them more," Ratzenberger said.

"It's a domino effect. People need to know that it's not a few bucks saved. It's going to have an impact. But people aren't yelling loud enough so politicians can hear. We need to make sure it doesn't reach a point where it's too late, where we've become completely dependent upon Chinese manufacturing," Ratzenberger said.

Made in America airs Tuesdays at 9 p.m. ET/PT on the Travel Channel. His new book, "We've Got It Made in America," is in stores now.



he first year, $0.90 per hour worked in the second year and $1.25 per hour worked in the third year. Local 745 members can also participate in a 401(k) through payroll deductions.

"This is the biggest gain in 40 years for Dallas area trade-show workers," said Randy Thorn, a business agent for Local 745.

"We have longed to get a 401(k)," said Paul Cruz, Trustee of Local 657. "Given how the industry functions in San Antonio, it made more sense to concentrate on establishing a retirement plan."

Local 657 prevailed in two other areas. First, members preserved premium pay starting on six and seven consecutive days of work. GES wanted premium pay to be based on a workweek. Also, Local 657 ensured that grievances remained in the Texas Conference Grievance Committee. The company wanted to move to an arbitration system that would have been less desirable for members.

TEAMSTER-MADE

Local 200 Members Make Snap-on Tools

Wisconsin is well-known as the home to a variety of classic American products—like Harley-Davidson motorcycles and Miller beer—but Milwaukee, Wisconsin is also home to some lesser-known products that have a reputation within the industry for reliability, strength and power. More than 330 Teamsters with Local 200 in Milwaukee manufacture these powerful products at Snap-on Incorporated.

Snap-on Incorporated, headquartered in Milwaukee, was founded in 1920 and is now a $2.4 billion, S&P 500 company whose products can be found in more than 150 countries. Snap-on specializes in the manufacture and marketing of power tools. Sockets, wrenches, spark plugs, air ratchets and more are made in Snap-on's Milwaukee facility by a dedicated Teamster workforce.

"The tools made at Snap-on are high-end, high quality products. And if I had to describe the Teamsters at Snap-on, I'd describe them the same way. They are hard working and dedicated to putting out a high quality product," said Dan Campbell, a business agent with Local 200 in Milwaukee.



Superior Workforce

While the products are known in the industry for their quality, it's the workers behind these products that make them superior.

"We take a lot of pride in what we do," said Rich Paul, Chief Steward with Local 200 and a machine operator at Snap-on for 24 years. "We formed a union with the Teamsters almost a decade ago and we've seen nothing but improvements ever since," Paul said.

Paul recalls that in his years with Snap-on, three non-Teamster union campaigns took place with no results. Conversely, the workers voted to become Teamsters by a solid 75 percent.

"We have a strong sense of pride here to get a quality tool out to professional mechanics, and we are good at getting this product out. I've been in other unions before, but I see nothing but positives ahead with the Teamsters," Paul said.

UNITE



ED FOR A SECURE FUTURE



Teamsters Kick Off Contract Negotiations at UPS

GENERAL PRESIDENT JIM HOFFA kicked off the UPS national contract negotiations in mid-September, vowing to protect members' pensions and protect health care for workers and retirees.

The UPS contract that covers more than 215,000 union members nationwide is the largest private-sector labor agreement in the United States.

"Our members have told us that protecting pensions and health care are their top priorities," Hoffa said. "We will tackle these critical issues before addressing other key issues such as work rules, safety and wages."

Hoffa serves as chairman of the union's UPS National Negotiating Committee, along with Ken Hall, Director of the union's Parcel and Small Package Division.

"Our members know that they cannot count on the government to solve the pension and health care crises in the United States," Hall said. "We must address these issues at the bargaining table, and we will do that."

The national UPS contract expires on August 1, 2008.

Hoffa and Hall said they are confident the union will be able to negotiate a contract that protects its members while allowing UPS to grow. However, they made it clear that the union needs to guarantee that its members' pensions and health care are protected.

"Our members' interests are paramount—we will only accept an agreement that builds on our past achievements at the bargaining table," Hoffa said.

'Two-Person' Approval

Two weeks after the negotiations opened in Detroit, more than 300 local union leaders who represent Teamsters at UPS met in Washington, D.C. to review and unanimously approve non-economic national UPS contract proposals.

"Our members know that they cannot count on the government to solve the pension and health care crises in the United States. We must address these issues at the bargaining table, and we will do that."

— KEN HALL, DIRECTOR OF THE TEAMSTERS PARCEL AND SMALL PACKAGE DIVISION

During remarks opening the "two-person" meeting—in which two representatives from each UPS local union meet—Hoffa said UPS is in a solid financial position to negotiate a contract that protects UPS members' pensions and other benefits.

"The best news about UPS: they have money," Hoffa said. He noted that the 2002 contract negotiated by the union was worth $10 billion.

"We're going to set a record this time," he said.

Hoffa also hailed the union's recent card-check agreement at Menlo, now called UPS Cartage Services, and the union's efforts to help FedEx workers gain a stronger voice. He also said the UPS Freight campaign is going well, with negotiations for a first contract in Indianapolis under way.

Hall said UPS is making record profits, putting the union in a strong position to negotiate a strong contract.

"The more money they make, the more money we're going to get for the people who made that money for them—Teamsters," Hall said.

The non-economic proposals were submitted to UPS during the second day of negotiations in early October. UPS also submitted its non-economic proposals to the union's negotiating committee.

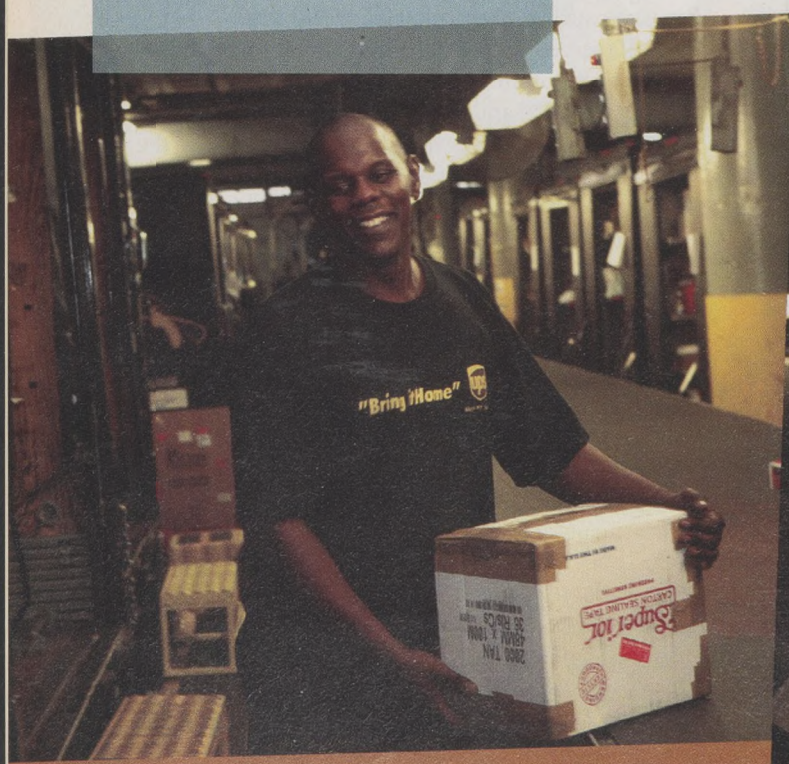
Pressing Issues

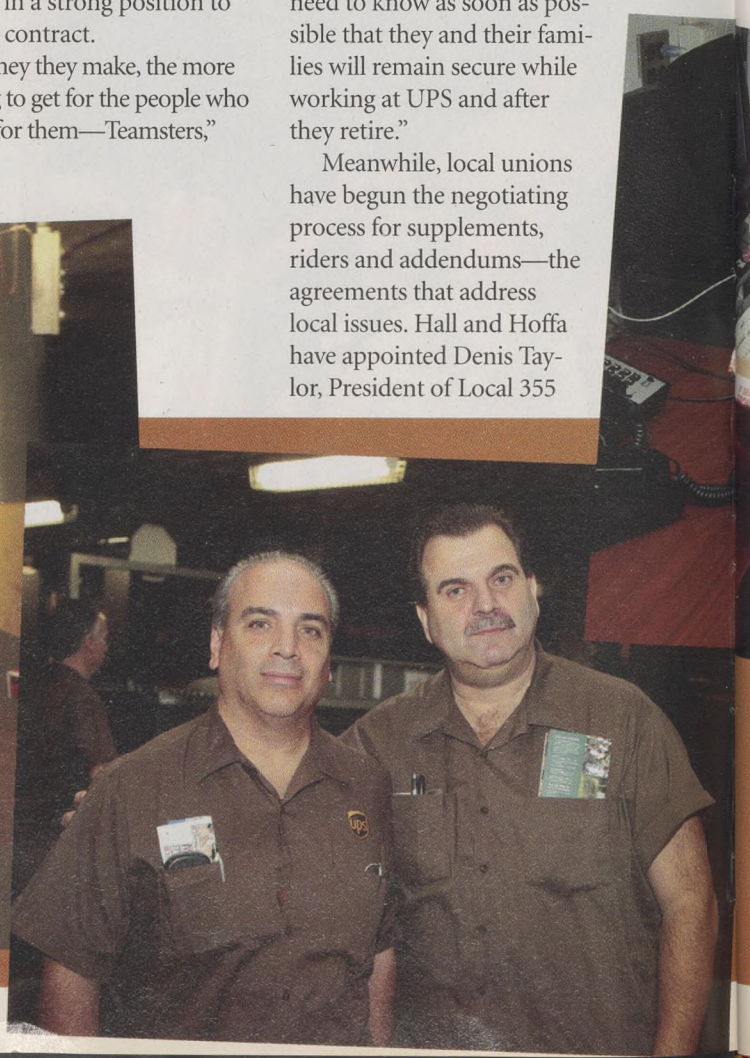
The non-economic issues address safety and health, working conditions, subcontracting, the company's use of technology and other areas. Both sides will review each other's proposals and discuss the issues during a future meeting.

Following the second day of negotiations, Hall reiterated that pensions and health care are the most pressing issues.

"We are very, very serious about negotiating pension and health care issues early," Hall said. "We plan to hold meetings in the coming weeks with representatives of the relevant funds to prepare proposals which address our members' goals. Our members need to know as soon as possible that they and their families will remain secure while working at UPS and after they retire."

Meanwhile, local unions have begun the negotiating process for supplements, riders and addendums—the agreements that address local issues. Hall and Hoffa have appointed Denis Taylor, President of Local 355





in Baltimore, to coordinate the renegotiating of the local agreements.

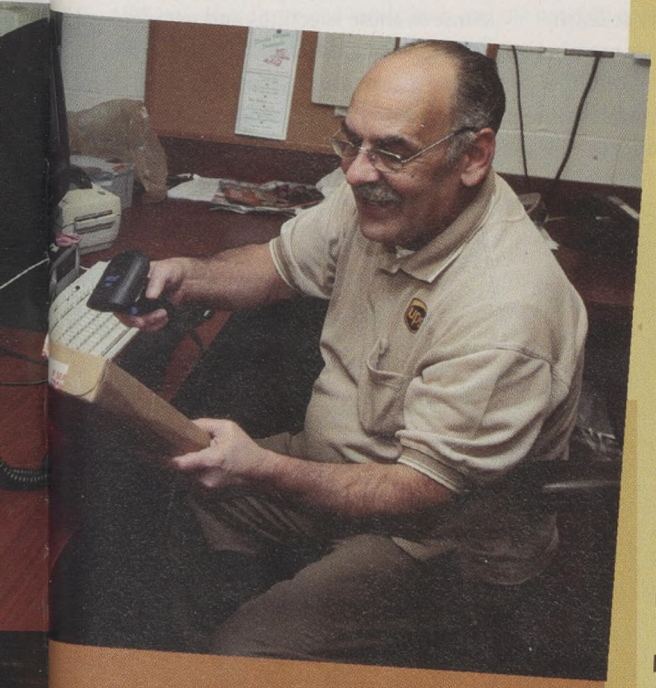
Union leaders will meet with company officials to draft a schedule of upcoming meetings. Once meeting dates have been determined, information about the meetings will be posted on the Teamsters web site: www.teamster.org

Local Proposal Meetings

Before negotiations began, local unions across the country held contract-proposal meetings to get members' input.

For example, more than 300 Teamsters from Local 767 in Forest Hill, Texas discussed contract proposals, learned about the pension fund and asked questions.

"We had a great turnout, one of the largest in the Southern region. It really gave our members a better understanding of the issues going into negotiations, and



UPS Freight Update

Workers Submit Contract Proposals

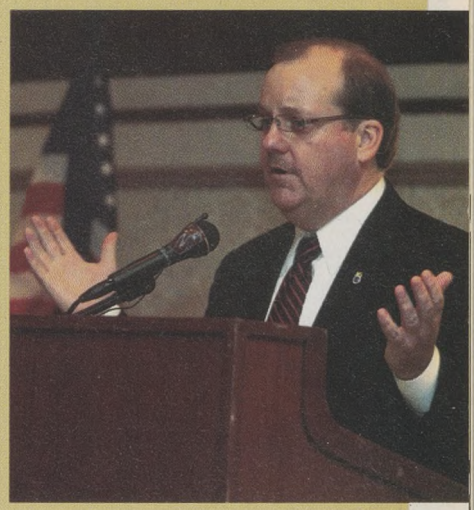
The newly organized UPS Freight workers from Local 135 in Indianapolis gathered recently to provide valuable guidance for their future contract.

About 50 of the new Teamsters met on a recent Saturday at the Local 135 union hall and submitted proposals about wages, better work rules and the need for a grievance procedure.

Parcel and Small Package Director Ken Hall and Assistant Freight Director Gordon Sweeton, who are leading the union's UPS Freight negotiations, attended the proposal meeting along with General President Jim Hoffa.

"They did a great job explaining the issues," said David Osborn, a 20-year employee of UPS Freight/Overnite. "We were looking to them for guidance because most of us don't have a union background. We know they have a better understanding of the various issues."

UPS bought Overnite last year and has since renamed it UPS Freight. Earlier this year, the union won a card-check and neutrality agreement at UPS Freight and the union kicked off the campaign in Indianapolis under the jurisdiction of Local 135. In early August, an arbitrator confirmed that a majority of the 125 workers at UPS Freight in Indianapolis had signed authorization cards to join Local 135.



In early September, the Teamsters began negotiations with UPS Freight for a first contract.

Osborn, who was elected a steward to represent city drivers, said he's looking forward to addressing ways to restrict management from changing work rules on a daily basis.

Contract Power

"We can't continue to let the company change the work rules every day," Osborn said. "A Teamster contract can address that. The company won't be able to do whatever they want to do."

For example, the company is not recognizing seniority rights and is not following route procedures, Osborn said.

When the Teamsters led an unfair labor practices strike against Overnite from October 1999 until October 2002, Osborn said he went out on strike for the duration. During the strike, he worked for two Teamster-represented companies, USF Holland and then Alvan Motor Freight, Inc.

"I got to see first-hand what the union can do for you," Osborn said. "I'm looking forward to working under a Teamster contract again. It's something I've waited for for a long time."

Jesse Nicholson, the steward representing road drivers, said many of his coworkers are worried about having a secure retirement and having affordable health care. The Teamsters will address those concerns, he said.

"It feels good being a Teamster," Nicholson said. "I feel good inside knowing that I've got somebody behind me. I felt like a puppet on a string at Overnite. Now I feel like I have somebody backing me up."



NLRB Rules Workers Have Right to Unionize

The Teamsters efforts to win a strong voice for FedEx workers got another boost recently when the National Labor Relations Board (NLRB) made a ruling that could have wide-ranging effects.

The NLRB ruled that full-time, regular part-time and swing drivers at two Wilmington, Massachusetts FedEx Home Delivery locations are direct employees under the company's business model and have the right to seek union representation.

The ruling is the seventh time since 1988 that the NLRB has found drivers at FedEx Home Delivery are direct employees despite the company's assertion that they are "independent operators." First Region NLRB Director Rosemary Pye ruled that due to the control and restrictions enforced by FedEx on drivers in the Home Delivery division, they are employees within the meaning of the National Labor Relations Act.

"This is a great victory for these workers in Wilmington," said Jim Hoffa, Teamsters General President. "These rulings are exposing FedEx's underhanded business model, designed to deny thousands of hardworking employees benefits they deserve as direct employees."

In accordance with the decision, Local 25 in Boston will begin the process for scheduling an election under the NLRA guidelines. This is the second ruling by the NLRB this year that found FedEx Home Delivery drivers in Massachusetts are direct employees.

"The FedEx Ground model has been proven to be wrong again and again," said Sean O'Brien, Local 25 President. "These drivers don't want any more false FedEx promises. The company must admit the drivers are employees and respect their rights."



we got a lot of good input," said Wesley Jenkins, President of Local 767.

Ken Wood, Teamsters International Union Vice President and Southern Region UPS Negotiating Committee Chairman, attended the meeting to explain the sometimes-complicated negotiating process to members.

"Ken did a great job talking about what we're doing with negotiations and about how the members can get involved in presenting their own proposals for the contract," Jenkins said.

Many of the members in attendance, like union steward Mark Acker, have 25 years or more on the job. He came to see the pension presentation by the Central States Funds.

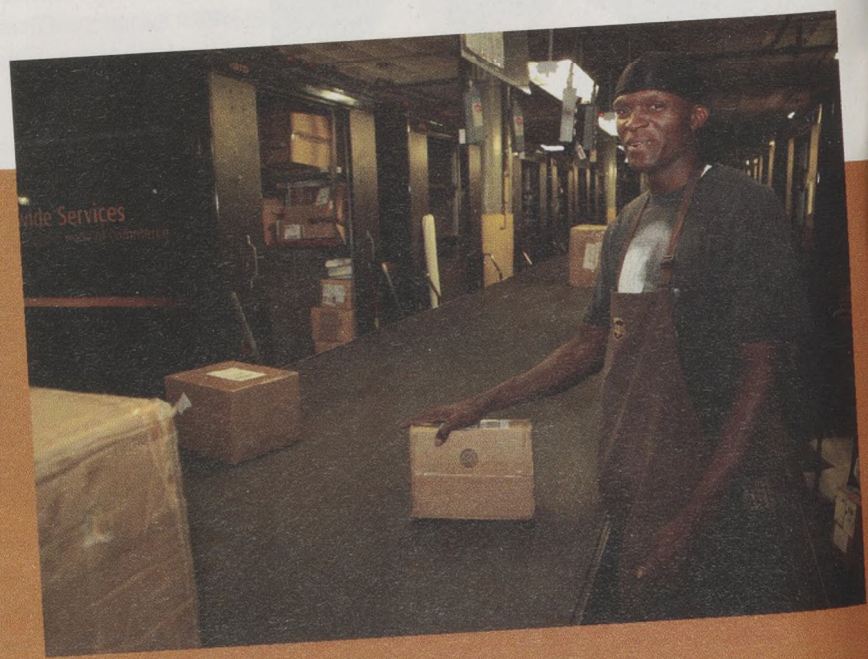
A Chance to Learn

"With the way things are with the national economy and with companies dumping pension plans, I figured I should take the opportunity to learn about the pension. The other members also wanted to learn more about how the pension works, and Central States explained it well," Acker said.

Although pension funds were the main topic of discussion, other issues like seniority rights were also mentioned.

The gathering provided the opportunity for members to go up to the microphone and ask questions, discuss concerns and express what they'd like to see addressed in the negotiations.

"To me, that's what a union is all about—different voices. People should come to these meetings and get involved," Acker said. "Union leaders don't know what we are thinking unless we tell them. I think more meetings like this would help to build more solidarity and gain more input from the membership."



UPS Clerks Vote to Rejoin Teamsters

UPS clerks, who had been represented by the Teamsters as a result of the 2002 contract negotiations but whose union status was thrown into disarray following an administrative law judge's ruling early last year, have overwhelmingly voted to rejoin the Teamsters.

The ODC/FDC clerks, as well as some international auditors, voted 115-9 to be represented by the Teamsters under the UPS national bargaining agreement after the secret mail ballots were counted in early September.

"The overwhelming vote clearly shows that these UPS employees recognize the benefits of being Teamsters," said Ken Hall, Director of the Teamsters Parcel and Small Package Division. "We're very pleased with the outcome."

One clerk from Local 89 in Louisville summed up the importance of the vote.

"I have been a union employee before and it was critical that we were successful in this campaign," clerk Lora Wright said. "Without the Teamsters to represent us we would have lost the benefits of a Teamster contract."

Case History

The issue surfaced early last year, when the National Labor Relations Board (NLRB) administrative law judge found that the Teamsters and UPS unlawfully extended recognition and the national contract to ODC/FDC clerks and international auditors.

The judge based his decision on the fact that these workers in Louisville had never been represented by the Teamsters nor had bargaining-unit members ever performed this work at the Louisville center. The judge made the same finding with regard to any other facility where the international auditors and ODC/FDC clerks were previous "unrepresented."

The judge went on to find that, in some cases, international work was originally assigned to and performed by bargaining unit employees, was subsequently removed from the unit by UPS and assigned to non-unit employees, and then was returned to the unit after the 2002 negotiations.

Union Appeals

The union appealed the administrative law judge's decision to the NLRB. The board accepted the union's argument that the vast majority of clerks had performed bargaining unit work before the 2002 contract. As a result, the board limited the decision and required the union to demonstrate that the clerks in five locations wanted to be represented. Instead of affecting almost 2,000 clerks, the decision affected approximately 197 workers. Those workers voted in recent weeks, leading to the outcome in early September.

The vast majority of the workers belong to Local 89 in Louisville; others belong to Local 63 in Covina, California; Local 449 in Buffalo, New York; Local 623 in Philadelphia; and Local 769 in Miami.

As a result of the vote, these workers have reaffirmed their desire to be Teamsters and protected by a collective bargaining agreement. They will now be restored to the bargaining unit and have all the wage and benefit improvements they received as a result of the 2002 National UPS contract restored and protected for the term of that agreement.



In his 37 years at Miller Brewing Company's Fort Worth, Texas brewery, Carl Warner has seen millions of bottles of beer, but he has never seen more contentious contract negotiations than during the recent bargaining with the company.

"These were hotly contested negotiations, probably the worst I've seen since I've been here," said Warner, a member of the workers' bargaining committee and Vice President of Local 997 in Fort Worth. "Negotiations had always been a give and take in the past. This time the company wanted to take and didn't want to give anything."

But three ingredients made the final product more palatable, Warner said: workplace solidarity, alliances forged with workers in international unions, and coordinated bargaining among the three locals that represent workers at Miller breweries in Fort Worth; Eden, North Carolina; and Irwindale, California.

"The International Union was incredibly helpful during negotiations," Warner said. "They sent assistance to our plant and secured key information during negotiations. It was a long process but we kept morale high and stood together to win what we needed at the bargaining table."

The three contracts increase wages, access to health care coverage and secure pension plans for some 1,400 packaging, distribution, maintenance, brewing and engineering workers who are members of Local 997, Local 391 in Greensboro, North Carolina and Local 986 in Los Angeles.

"These are strong victories for Teamsters working at Miller," said Jim Hoffa, Teamsters General President. "The company tried to slash health care benefits and we stood up to those threats and refused to back down."

Three Contracts

"Over the years our members have worked hard to enable Miller to improve its market share," said Jack Cipriani, Director of the Brewery and Soft Drink Conference. "It's only fair that the workers receive pay and benefits that recognize their efforts."

"Bargaining with Miller was extremely hard this time," said Jerry Putnam, Secretary-Treasurer of Local 997. "But I think we all won good contracts. The communication we maintained between our bargaining teams made certain that things turned out well and our members are very pleased with the contract."

Although negotiations were sometimes contentious, there were areas where the Teamsters and Miller reached mutually beneficial compromises. Until the final day of the contract negotiations at the Ft. Worth and Eden facilities, the company demanded that employees pay $200 per month to be covered by the company's health insurance plan. Union negotiators, however, offered to convert the members to a union health plan, which would provide members with solid health care insurance and save the company millions in insurance costs over the term of the contract.

"We're committed to preserving the jobs of our members at Miller," Cipriani said. "Unfortunately, at other breweries in the U.S., other unions have allowed substandard contracts that include drastic cuts in seniority and enable the company to dramatically increase health insurance

TEAMSTER



premiums. We weren't going to stand for that for Teamster members."

International Relations

Because Miller Brewing Company was influenced by powers around the world—the brewer is a subsidiary of London-based South African Breweries Miller (SABMiller)—the Teamsters recognized that they had to think globally to secure strong contracts.

"Companies like SABMiller require new, global strategies for bargaining," Hoffa said. "Since being bought by SAB, Miller is no longer the national beer brand we knew that was based in Milwaukee. In response, we mobilized new, stronger tactics to unite our members in this latest round of contract negotiations."

The union secured the support of unions in the United Kingdom and South Africa. The Food and Allied Workers Union (FAWU), which represents 5,000 employees at SAB plants in South Africa, offered Teamster members support and shared experiences of how the company's cost-cutting has had a negative effect on workers.

"Experienced workers were removed from their jobs," said Katishi Masemola, General Secretary of FAWU. "The SABMiller executives insisted that their newly-automated plants required that employees pass certain skill level tests—training for which was not offered to our more senior members."

"Masemola inspired us to be very cautious of how the company tries to introduce new automation into the plants," Cipriani said. "Learning how SABMiller is intent on utilizing machinery and reducing its workforce to cut costs and increase productivity was important. We need to gather as much information as possible about our employer."

All Together Now

"We immediately met with our stewards at each of our three breweries and conducted a member survey about bargaining priorities," Cipriani said. "The results showed that the top concerns were protecting shift and departmental seniority; maintaining current health benefits; improving current pension benefits; and improving wages."

Throughout the negotiations with the company, local and Brewery and Soft Drink Conference leaders examined strategies and compared notes, sharing information and securing what the workers wanted in their new contracts.

Even though the facilities in North Carolina, Texas and California are labeled as Miller plants, union negotiators realized that SABMiller was working behind the scenes, attempting to implement deep cuts in workers' pay and benefits.

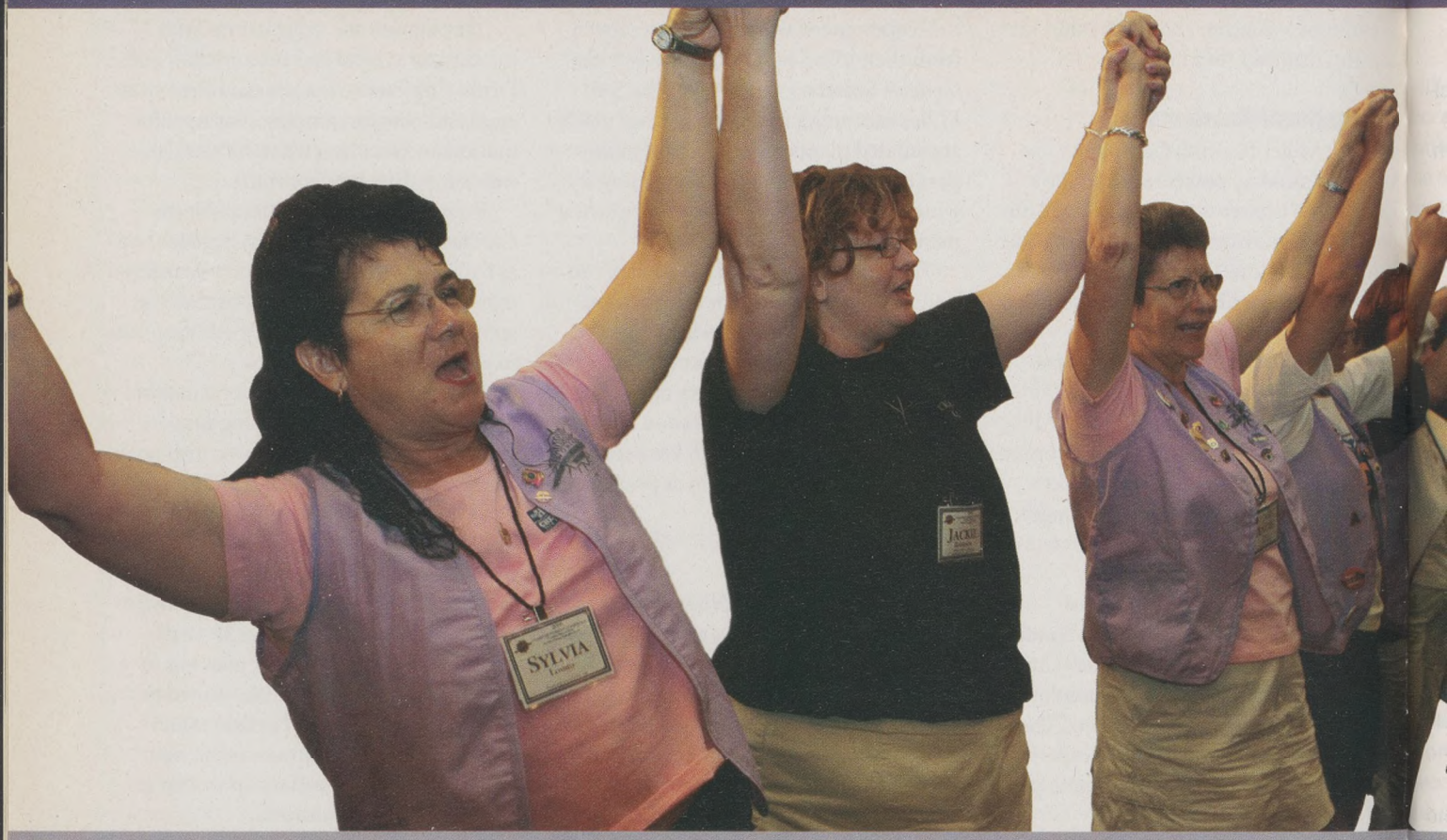
Negotiators and workers stood together during negotiations, with strong support from the workforce, who showed their solidarity at meetings and in the workplace.

"When we wore our T-shirts that said 'It's Teamster Time at Miller' you could really feel the union strength in our brewery," said Pat Hendrix, an employee at Miller's Eden brewery and 28-year member of Local 391. "Our goal was to stay focused and unified. We wanted to make sure we won good pensions and health care. These contracts prove that with solidarity and leadership we can get the best Teamster contracts."

RTIME AT MILLER

Workers, Brewery Conference Fight Corporation's Aggressive Cost Cutting, Secure Solid Wages and Benefits





LaVerne Purifoy, a casino worker from Local 372 in Detroit, has only been a Teamster for two years. Purifoy has always believed in the stereotype that unions are ruled and run by men.

She found out she was wrong at the sixth annual Teamsters Women's Conference.

"I thought the union was mostly men. I didn't realize the power that women have in the Teamsters," Purifoy said. "I can't wait to get back to Detroit to tell all the women there about this conference."

The 2006 Teamsters Women's Conference took place at the Wyndham Hotel in downtown Phoenix. The four-day conference was designed to educate, inspire and promote leadership among Teamster women through a series of speakers, panels and educational workshops.

This year's theme, "Teamster Women Making a Difference," celebrated women's achievements in the workplace and in the labor movement. For more than 750 members who attended, the conference was an opportunity to join in solidarity with sisters throughout the United States and Canada.

"It's vital that we encourage more female members to get involved in their union so that they can help all members achieve a better life," said Jim Santangelo, President of Joint Council 42. "That's why I'm so proud that this event has grown every year."

Memorable Speakers

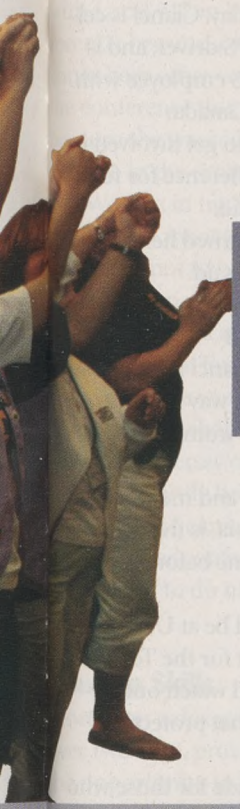
The conference featured a variety of special guest speakers, including Gov. Janet Napolitano (D-AZ), Rep. Ed Pastor (D-AZ), Teamsters General Secretary-Treasurer Tom Keegel and Teamsters General President Jim Hoffa. Conference Coordinator and Women's Caucus President Cheryl Johnson served as the master of ceremonies.

"You are strong women and you are stronger together," said Johnson, opening the event. "You truly make a difference every day. You are the future of the labor movement."

Hoffa also took to the lectern, commending the members on their participation in the union. He urged them to help other women achieve a higher standard of living.

"Every year more and more women want to be here because we're the Teamsters—we're changing, growing and get-





MAKING A Difference

MORE THAN 750 Teamster Women GATHER FOR Women's Conference

ting bigger and stronger," Hoffa said. "We can talk all day about equality and the same pay for the same job, but where do we get that? It's called a Teamster contract."

When he spoke, Keegel noted that strong diversity language had been adopted at the Teamsters Convention in June and stressed the importance of member involvement.

Teamster Power

"Teamster power is in this room," Keegel said. "We want to reach out to all of our members. I challenge you to fight for our sisters and brothers, for the future and for the next generation. Fight for what's right, for justice and for dignity."

Rep. Pastor spoke on the third day of the conference. He has served 11 years in Congress and was recently elected to another term. He called on the members to take action in their own communities.

"We need to change the course of this country," Pastor said. "You need to make sure your colleagues have a safe environment and get the benefits they should get—a decent salary and health care."

Gov. Napolitano also urged the crowd to do whatever possible to work for improvements.

"Raising the minimum wage, creating jobs, providing quality child care and health care—these are the issues that matter. Make sure these issues are discussed. We're counting on you to make a difference," Napolitano said.

A Strong Presence

Purifoy hasn't been a Teamster for long, but she was impressed by the dynamism of the speakers and felt encouraged to get more involved.

"Being a Teamster woman does mean power, like Mr. Keegel said, and I feel that power here. I feel lucky to be here and to be able to take back home what I've learned to make a difference," Purifoy said.

"Teamster Women Making a Difference," the theme of the conference, was reflected in the panels, workshops, and the event as a whole, which had the largest turnout in its history.

The large turnout comes as no surprise.



"You truly make a difference every day. You are the future of the labor movement."

— CHERYL JOHNSON, MASTER OF CEREMONIES

Women are becoming an increasingly strong presence in the work force and the labor movement. By the year 2014, women are projected to comprise 47 percent of the total work force. They will account for



51 percent of the increase in labor growth between 2004 and 2014. Yet, the average woman still makes 77 cents for every dollar earned by a man. Union membership, however, has proved to make a key difference in the lives of women. Women who are union members make about 34 percent more than nonunion women.

Members at the conference shared the improvements that union membership has achieved in their lives. They also expressed a desire to use their power as Teamsters to help improve conditions for other women and their families.

Working for Change

Joan Somer, an office manager with Local 705 in Chicago, is a 40-year union member who has been a Teamster for the past 10 years. Somer notices the changes in working conditions for women since she first entered the work force.

"Women are now in nontraditional jobs—like truck driving. These women had to fight for this, but with the support of their union, they have been able to work in these jobs alongside men. Their struggles have made a difference for future generations," Somer said.

There are few women who understand the struggles that women have had to face better than Kathy Cianci, a UPS driver and member of Local 879 in Ontario, Canada.

In her early days on the job, as a woman working in a male-dominated industry, Cianci faced difficult working conditions and harassment. Many of the men Cianci worked with over the years have come and gone. Today, Cianci is celebrating 30 years as a UPS driver, and is proud that she is the UPS employee with the highest seniority in Canada.

Cianci urges women to get involved in their union to make a difference for future generations, just as she did.

"Share what you've learned here and work for change," Cianci said.

The Future Generation

Veteran Teamsters like Cianci have made the difference, paving the way for future generations of women—women like Joanne Schuler.

Schuler, a UPS driver and member of Local 79 in Tampa, Florida, is thankful for the women that have come before her and for her union.

"I don't think I would be at UPS as long as I have been if not for the Teamsters there to reinforce me and watch out for me. I feel lucky to have that protection," Schuler said.

This feeling of gratitude for those who have paved the way, and the desire to make a difference for the future, has led many Teamster women to this conference.

Lillian Sanchez, a hospital worker

2006 Teamsters Women's Conference Workshops:

- The Teamsters Did What?: The Fascinating History of Your Union
- A Woman's Guide to Investing for Retirement
- Trade Your Fear for Awareness: A Personal Safety Workshop
- Building Respect and Dignity in the Workplace
- Find the Strength from Within: A Guide to Internal Organizing
- Building Teamster Power: What One Teamster Woman Can Do
- Overcoming the Anxiety of Public Speaking
- Grievances, Arbitrations: Effective Grievants, Witnesses and Advocates
- New Teamster? What You Need to Know About Your Union
- Putting Together a Newsletter: Tips for a Professional Looking Publication
- Focus on Women: Proactive Strategies to Live Longer and Healthier Lives
- Labor Issues = Women's Issues



with Local 912 in Watsonville, California, recently became a shop steward so she could help other women. She came to the conference this year for the first time because she wanted to learn more about her role in the union.

"Women in my workplace are afraid to speak up to management. This conference teaches us not to be afraid, that we can step up as a group and not alone," Sanchez said.

Sanchez is not alone. On the other side of the country, Pat Evans wanted to learn how to speak for the women at her workplace. That's why the shop steward with Local 97 in Union, New Jersey came to Phoenix.

"I've recently become active as a shop steward and I came to learn more about my role. This conference has encouraged me to want to do more and learn more," Evans said.

Valuable Skills

More than a dozen workshops were held over two days, providing members with the opportunity to learn about a variety of topics useful in their locals, the workplace and the community.

Workshops included information on how to invest for retirement, put together a newsletter, build respect in the workplace and overcome the anxiety of public speaking, among other topics.

"I enjoyed the workshops because I came here to learn as much as I could about my rights. I've done that, and now I will go home and advise my coworkers on what their rights are," said Gillian Puleo, a member of Local 847 in Toronto.

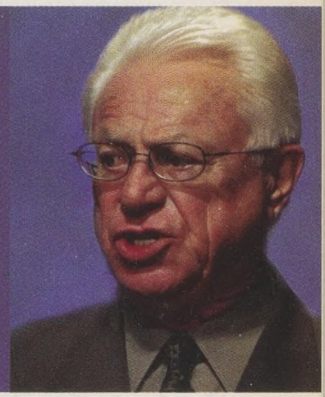
"I am learning a lot about the union here," said Tess Lewis, a member of Local 396 in Covina, California. "I learned my one voice is a big voice. Now I know how to use that voice, thanks to the great public speaking workshop."

However, it wasn't all work and no play. After a schedule packed with speakers, panels and workshops during the day, members from across the U.S. and Canada explored Phoenix at night. Many members gathered at the Sisters' Saloon, located in the Wyndham Hotel, where karaoke was a big hit, and the women took to the dance floor.

"You can feel the bonding and the support that everyone has for each other here," said Becky Saffell, a steward with Local 92 in Canton, Ohio. "There's not a stranger here."

Teamster members left the conference having made new friends and great memories, and with the confidence that they, too, can make a difference.

"It's vital that we encourage more female members to get involved in their union so that they can help all members achieve a better life. That's why I'm so proud that this event has grown every year."
— JIM SANTANGELO, PRESIDENT OF JOINT COUNCIL 42





A Bright Future

As for the future, the majority of members believe that organizing is key to bringing more women into the union. They believe that the more members there are, the higher the standard of living will be, so that all citizens of the U.S. and Canada can lead improved lives.

"As members, we are all organizers. We need to bring more women into the union who don't have the benefits that we have, so that they can have those benefits as well," said Mary Elizalde, office manager for Joint Council 39.

Becky Belton, a steward and Trustee with Teamsters Ontario, Canada Women's Caucus believes the future is nothing but bright for Teamster women.

"We're just going to get stronger as more and more women take active roles in their union. And women are feeling more confident now in doing that," Belton said. "It's not just a boy's club anymore."

In the Mix

Lattimore Workers Organize with Local 745, Break Industry Barrier

For Texas' concrete industry, new meaning has likely been brought to the old saying that there is a first time for everything.

Recently, 373 workers at Lattimore Materials Inc., a Redi-Mix company with facilities across North Texas, voted to organize with Dallas-based Local 745, making Lattimore the first concrete company in the state of Texas to unionize.

"I've been looking forward to being a Teamster for a long, long time," said Gonzalo Silva, a seven-year driver at Lattimore.

The victory followed an intense six-month organizing campaign at 19 company locations.

A Secure Future

"We've all worked really hard on this," said Kris Taylor, an assistant business agent at Local 745. "It's been in the works since late 2005 and I'm really proud of what we've accomplished here because we've done something that hasn't ever been done."

The workers' main concern was job and benefits security.

"We chose the Teamsters for job security and retirement," said Silva. "The company took away our safety bonus and our haul bonus. That can't happen with a Teamster contract."

Silva's viewpoint is echoed by his coworkers as well.

"They said they were giving us a raise but, by taking away the bonuses, what we really got was a pay cut," said Randy Rhoades, a seven-year driver at Lattimore. "When the organizing campaign first began, the company pulled out all the stops. They gave us a raise, gave us our safety bonus back and put out a lot of literature. But we saw through the propaganda. We know that, without the Teamsters, they can just take it back at any time."

Dignity and Respect

Another chief issue of concern among Lattimore workers was fairness in the workplace.

"The Teamsters will make sure Lattimore workers are treated with the respect and dignity they deserve," said Taylor. "We understand that negotiations are always challenging for everyone involved but, with the Teamsters, workers don't have to worry about whether or not they'll get a fair deal. The Teamsters bring with them 103 years of knowledge about how to negotiate a good, just contract."

"We've all worked really hard on this. It's been in the works since late 2005 and I'm really proud of what we've accomplished here because we've done something that hasn't ever been done."
— KRIS TAYLOR, LOCAL 745

The victory impacts a variety of workers, including mixer drivers, batch men, loader operators and mechanics.



LOCAL 747

Cape Air

More than 100 pilots at Cape Air recently voted to become Teamsters.

"I was very happy and relieved the pilots elected the Teamsters," Capt. Walter Kyle said. "The overwhelming majority wants to move forward and make it work."

The pilots joined together to fight for consistent work rules and fair pay and benefits at the regional airline.

"This certainly was a satisfying victory," said Capt. Bill Fields, Cape Air pilot. "We look forward to working with our union brothers and sisters to improve working at Cape Air."

"The Teamsters look forward to representing Cape Air pilots," said Don Treichler, Teamsters Airline Division Director. "This victory is a direct result of the Teamsters Union's reputation of providing strong representation for workers in the airline industry."

Treichler added that the union will soon initiate the process of beginning contract negotiations.

LOCAL 773

West Penn Township

Public works employees in West Penn Township, Pennsylvania recently voted unanimously to join Local 773 in Allentown, Pennsylvania.

The new Teamsters work primarily maintaining the roads and parks in the township.

The main issues leading to the union vote were poor benefits and working conditions.

"Since the township board members switched in January, the benefits haven't been stable and the work rules have changed on a daily basis," said Robbie Best, a business agent with Local 773. "The wages were also substandard and we needed to get everything in writing to protect these five workers."

LOCAL 633

Rockingham County

Deputy sheriffs in New Hampshire's Rockingham County recently voted unanimously to join Local 633.

The 15 deputy sheriffs joined the Teamsters to ensure better health and welfare benefits, job security and a voice within the municipality.

"They wanted what everyone wants," said David Laughton, Secretary-Treasurer of Local 633 in Manchester, New Hampshire. "They wanted the protections that come with union membership so that they can have a secure future."

The victory was a result of the joint efforts of Joint Council 10 of New England and Local 633's organizing department.

Roger Travers, an organizer with Joint Council 10, said the workers won in the face of fierce opposition.

"The administration took every road every which way to stop this but, in the end, we prevailed," Travers said. "When push came to shove, we stood up and we got what was deserved."

LOCAL 339

SPE Utility Contractors LLC

Office clerical workers at a utility contractor company in Michigan recently voted 4-1 to join Local 339.

The workers at SPE Utility Contractors LLC in Port Huron, Michigan, are seeking respect on the job. There are seven workers in the bargaining unit.

"Respect is the very, very top issue," said Dale Taylor, a business agent at Local 339 in Port Huron. "Because of the lack of respect, there has been a revolving door of workers leaving."

Taylor credited Joint Council 43 with making the campaign a success.

"We will meet soon to negotiate a strong contract for these workers so that they win the respect they deserve," Taylor said.

LOCAL 439

Pacific Coast Industries

With two recent organizing victories, Local 439 in Stockton, California, has nearly 100 new members and continues to make organizing a top priority.

Workers at Pacific Coast Industries in Tracy, California, recently voted to join Local 439. The workers manufacture parts for Toyota. The 80-member bargaining unit includes workers who make, package and ship the parts.

"Respect and dignity are the workers' top concerns," said Pablo Barrera, Local 439 organizer. "Workers get terminated for any arbitrary reason. There is no job security whatsoever."

"The company hired a team of union busters to fight the organizing effort," Barrera said. "Our volunteer organizer did a great job, and we also got assistance from the International Union's Organizing Department."

LOCAL 439

Tulare Transport

Workers at Tulare Transport in Stockton recently voted 11-5 to join Local 439. There are 15 workers—all truck drivers—in the bargaining unit.

The workers are seeking job security, more affordable health insurance and fair wages.

Local 439 has had several meetings with the workers and contract negotiations are under way.

LOCAL 690

Bonner General Hospital

Nurses at Bonner General Hospital in Sandpoint, Idaho recently voted to join Local 690 in Spokane, Washington.

The 111 nurses are seeking a formal grievance procedure, a consistent disciplinary policy and a say in hospital policy regarding patient care.

"The main concern for the nurses was being able to have a voice in the workplace to effect positive change and to make a better hospital for the community," said Val Holstrom, President of Local 690.

The nurses have tried several times in recent years to organize. This latest effort was successful thanks to the work of Local 690 in conjunction with Joint Council 28 and International Union organizers.

The nurses are now the only employees out of the nearly 400 workers at Bonner General who have union representation.

"The nurses' committee is elated by the outcome of the election and they're looking forward to working with management to negotiate a fair and equitable contract," Holstrom said.

Taking The CHILL Out Of AmeriCold

495 Warehouse Workers Now Represented By Local 528

FOR WILLIE HOWARD, A forklift operator with AmeriCold Logistics in Atlanta, going to work every day for the last 15 years has meant living in fear.

"I never knew walking into work whether or not I would have a job at the end of the day," Howard said.

Howard and his coworkers no longer have to worry. By more than a 3-1 margin, the 495 workers at five AmeriCold Logistics warehouses in the Atlanta area voted to join Local 528. This is a major victory for the employees of the largest provider of temperature-controlled food distribution services in the country.

"The workers wanted job security and a set grievance procedure," said Don Toney, President of Atlanta-based Local 528. "They wanted to be treated with the respect and dignity they deserve. As Teamsters,



they will achieve the protections that they so desperately need in this job."

Local 528 launched an organizing drive more than a year ago, but the workers were unable to unionize. After the campaign, the company fired 43 workers.

"This is why they want job security," Toney said. "After the first campaign they realized they needed the protections that come along with forming a union."

"The handbook says that it's not a contract, that you're an at-will employee and can be fired at any time," said Maurice Cobb, Local 528's Secretary-Treasurer. "They needed a contract, and they're going to get one—a Teamster contract."

For Anthony Isom, who has worked at AmeriCold for four years, the day his coworkers were fired was rough.

"I knew these guys. We hung out at each other's houses. They had mortgages and their kids' college bills to pay," Isom said.

During the organizing drive last year, Isom noted that AmeriCold asked the workers to give the company a chance, and convinced enough people not to form a union.

"This year, they didn't even try. They thought they had it in the bag, but they were wrong," Isom said.

Respect and Fairness

After the vote, Local 528 held a cookout for AmeriCold workers to celebrate their victory.

"I feel really good to be here," said Willie Reid, a nine-year AmeriCold employee. "I feel like we're trailblazers. This will benefit people for years to come."

The celebration provided the opportunity for eager AmeriCold workers to sign up to become members of Local 528, as Georgia is a so-called "right-to-work" state. Local 528 also accepted contract proposals and put together a negotiating committee. They will soon set dates to begin negotiations on a contract.

"A lot of issues were brought up as proposals," said Twinton Harvard, who has worked as a forklift operator at AmeriCold for the past three years. "We want respect and fair treatment. There needs to be an improvement in the relationship with management and supervisors."

The workers are also seeking changes to the Labor Management System, a production standard many believe is unrealistic.

"It's setting us up for failure is what it is," Harvard said. "They want 100 percent all of the time, but there are crowded aisles and other obstacles in our way. It's not feasible. It's like walking on eggshells in there. But there's hope now that we won't have to take any more abuse."

Hard Work Pays Off

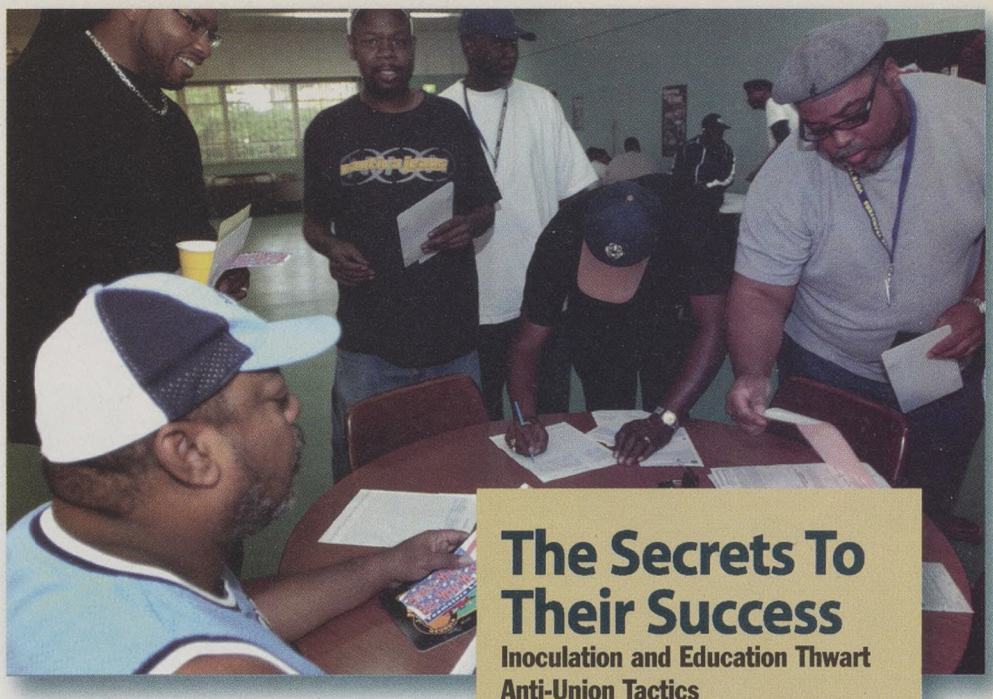
"Now we can see the results of all our hard work," Reid said. "This year we were more organized and we got together as a team, improved communication and laid it all on the line to make this happen."

Harvard was one of the workers who worked last year to try to form a union. Following the loss, Harvard persisted and returned to Local 528 with his coworkers to try once again.

"We did it this time and it's great we get to celebrate our hard work," Harvard said.

And for Willie Howard, there is no longer a fear of what the next workday may bring.

"You can feel at work that everyone feels good about their job now because there is hope," Howard said. "There's no fear in smiling again. I feel really good."



The Secrets To Their Success

Inoculation and Education Thwart Anti-Union Tactics

When putting together a winning strategy to form their union, the organizing committee enlisted the assistance of Chuck Stiles, an organizer for the International Union. Stiles attended committee meetings in order to help inoculate and educate workers on the anti-union tactics the company would use to detract them from the issues, including:

▶ SCARE TACTICS: "The company will use scare tactics to get workers off the issues that matter," Stiles said. "I told the AmeriCold workers that the main distribution hub is in Atlanta. If they try to tell you that the company will shut down and move somewhere else, they are lying. Don't be afraid—they aren't going anywhere."

▶ LEGAL INTIMIDATION: "The company hired the Jackson Lewis law firm, which I've dealt with before in other campaigns," Stiles said. "They cost a fortune per hour and they're tough. I told the committee that everything the lawyers do will be with the intent of getting the committee's eyes off the prize. They weren't successful."

▶ ANTI-UNION LITERATURE: "Every campaign has its share of anti-union literature," Stiles said. "I inoculated workers, telling them what was coming down the pike, so they would know ahead of time what the company was going to do. The committee knew what to expect and they knew they needed to stick together."



STRIKING OIL

JOE RILEY HAS WORKED for Marathon Petroleum, a subsidiary of Marathon Oil, for 28 years. He has been a steward with Local 120 in St. Paul, Minnesota for 20 of those years. Today, Riley is happy to be back at work after an end to the seven-week strike at the St. Paul Park refinery where he works.

"I went back to work with my head held high because I'm a Teamster," Riley said. "I cannot say enough about being a Teamster—we fought for what is right and we won."

Riley was one of 170 employees who went on strike in response to Marathon's demands for 25 pages of union concessions. The company refused to bargain or modify their final offer, leaving the operators and maintenance employees of the plant with no choice but to strike. The workers had been without an agreement since their previous contract with the company expired in May.

The main issues that led to the company's first strike in 60 years focused on everything from workplace safety to scheduling.

"This is a multi-billion dollar oil company that had its highest profits in the last two consecutive years," said Brad Slawson Jr., Secretary-Treasurer of Local 120. "We expected the company to thank the workers for their hard work, but that was not the case."

Instead, company demands included cuts in vacation time and time off, as well as a rewriting of the grievance procedure.

Community Rallies

During the strike, the workers had the full support of their community and beyond. On August 26, a rally in support of the members drew almost 500 people to the suburb of St. Paul Park. More than 50 representatives from a variety of labor, civic, religious and political organizations came together to show their support. Gubernatorial candidate Mike Hatch, Senatorial candidate Amy Klobuchar and numerous other state and local officials joined the picketers during the strike. Community members held banners and signs, and were successful in urging potential customers not to buy gas at Marathon-owned stations.

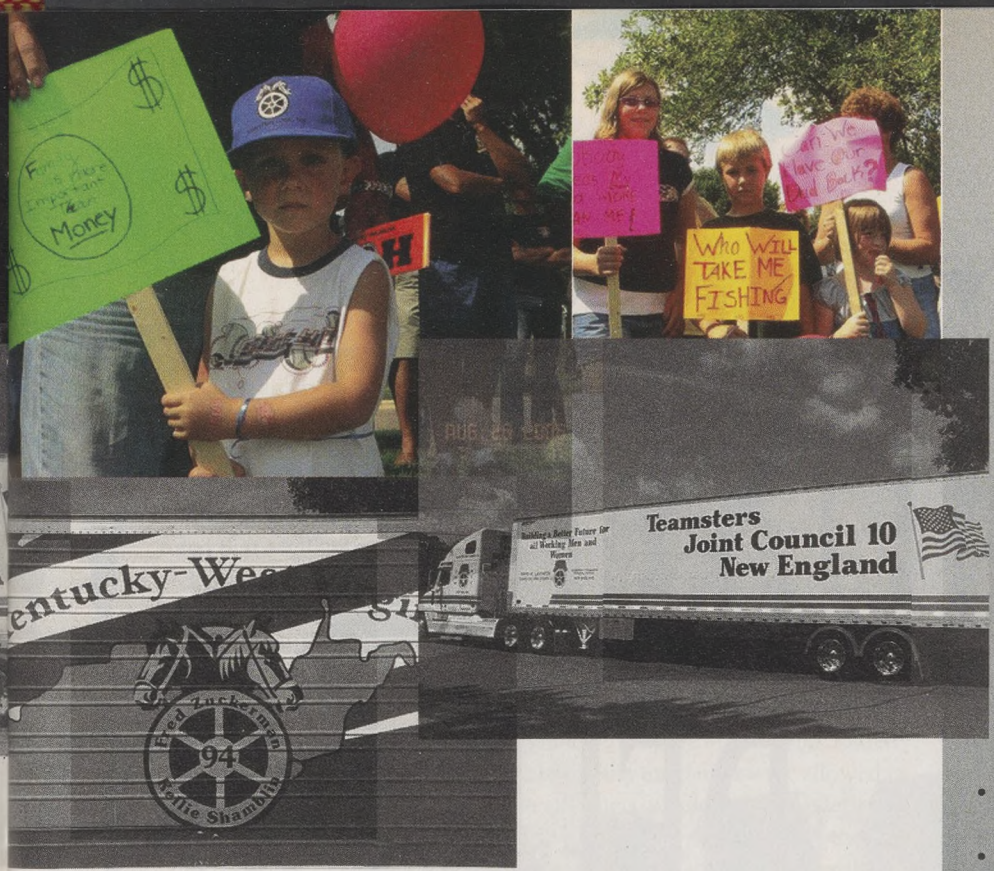
"The response was absolutely incredible," said Ken Schwebach, a Local 120 steward and 29-year Marathon employee. "So many people came out immediately and really pulled for us. To see that many people show up was really inspiring."

Unions from Change to Win Minnesota along with Teamsters Joint Council 32 provided food to members forced out on strike. AFL-CIO affiliates also lent a hand by delivering lunches to picketers, while the Amalgamated Transit Union Local 1005 donated $5,000 in gift cards to striking families.

"We couldn't have done this without the support of so many people," Slawson said. "The community stood behind us, as did the Change to Win federation, and so many others. We had the additional support of the International Union's Strike Fund, as well as our own strike fund, to help our members out until they could get the contract they deserved."

Teamster Strength

The strength of Local 120 went a long way in the effort to get workers back to work under a fair and equitable contract. Local 120 is the largest Teamsters local in Min-



Local 120 Members Secure Contract, Return to Work at Marathon Oil

nesota, representing more than 10,000 members in Minnesota and Iowa.

"From top to bottom at Local 120 and the International Union, the entire Teamsters organization was there for us and every one of us was supported," Riley said.

Just three days after the rally, the Teamsters and management reached a tentative contract agreement, overwhelmingly ratified by a 144-10 vote that concluded on September 6. The members secured a three-year contract, including 32 areas of "key gains" for workers. The contract either amended or took off the table the majority of Marathon's demands for member concessions.

A major gain in the contract protected time off for workers. Marathon's initial demands would have left the 12-hour swing shift workers on call during 80 percent of their days off. Workers would have been left with only 3 days in a given month where they were not on call. Instead of being on call 80 percent of the time, the workers are now only on call approximately 20 percent of the time. Marathon had wanted the reverse.

Other Highlights

The contract also enhanced both the vacation and sick time policy from what the workers had before the strike and eliminated a company plan to cut the operations department by 10 percent. Instead of cutting jobs, the company will now hire more employees.

In addition, the members achieved solid pay increases. The workers will receive between a 3 and 9 percent pay increase in the first year of the contract, a 3.5 percent increase in the second year and a 3.7 percent increase in the third year. Marathon is also required to pay the health and welfare benefits owed to the members while they were on strike.

"Our employees struck a monster of a company. This is a major victory for the International Union, our local, and most of all, the workers who have returned back to the job," Slawson said.

Marathon's employees are pleased to be back at work having stood up to the company in order to earn a fair contract. Riley learned first-hand the value of holding out for what he, as a worker, deserved.

Community, Organizations Rally Around Workers

Dozens of groups, including civic, political, religious and community organizations rallied around Marathon workers on strike. They provided picket line support and monetary assistance for the 170 workers.

Some of the groups that lent their support to Local 120 members include:

- The International Union's Change to Win Minnesota partners
- SEIU
- UNITE HERE
- United Food and Commercial Workers
- Carpenters
- Laborers
- Minnesota AFL-CIO
- Minnesota AFSCME Local 2829
- Minnesota United Auto Workers
- Minneapolis Central Labor Union Council
- Minneapolis Religious Labor Network
- Minnesota Association of Professional Employees Local 0501
- Minnesota Nurses Association
- Minnesota Teamster Joint Council 32 Food Shelf
- United Steelworkers of Minnesota, Kentucky and Texas
- Amalgamated Transit Union Local 1005
- A variety of political leaders on the national, state and local level, including former Senator John Edwards, Gubernatorial candidate Mike Hatch and Senatorial candidate Amy Klobuchar
- The residents of Minnesota and other states with Marathon-owned gas stations

"I would like to thank the countless individuals and organizations who supported our members. The list goes on and on when it comes to the generosity and commitment to our workers."

—BRAD SLAWSON JR., SECRETARY-TREASURER, LOCAL 120

JUSTICE DELIVERED

AFTER LONG DELAY, SUPREME COURT SIDES WITH DETROIT NEWSPAPER WORKERS



Weeks after being fired for picketing at a newspaper distribution center in Detroit, Doug McPhail, 53, died of a massive heart attack. Later, the NLRB ruled that McPhail's picketing was a protected activity and he had done nothing wrong.

The Detroit newspaper strike began on July 13, 1995, and its effects are still being felt today, especially by people like McPhail's widow, Beverly.

"Doug was a dedicated person," she said of her husband of more than 30 years. "He helped a lot of kids on that job. He worked many hours for that newspaper."

Over the last 10 years, the McPhail's youngest son married and two beautiful grandchildren have entered Beverly's life to help offset her loss.

"I miss him and he has missed so much," she said near tears.

After the strike, the NLRB overturned several firings at Detroit's two daily newspapers. In early October, the U.S. Supreme Court refused to hear an appeal by Gannett, which was seeking to overturn the NLRB's decisions on the strike. Gannett is the nation's largest newspaper chain and was one of the big players in the strike.

The recent ruling comes nearly a decade after 2,500 workers belonging to six unions at Detroit's two daily newspapers ended a 17-month strike and returned to work. Of the unions forced out on strike, two Teamster locals—2040 and 372—were involved. McPhail was a big Teamster supporter.

NLRB Rulings

The labor board had ruled union members didn't violate any laws when they picketed entrances of the *Detroit News* and a distribution center during two incidents in August 1996. Dozens were fired for participating in each protest, including McPhail

"Working families like the McPhails shouldn't have to go through this nightmare because the NLRB lacks teeth to get its rulings enforced," said Jim Hoffa, Teamsters General President. "We can't allow these companies to continue to violate and then litigate their labor relations policy.

"Hundreds, including myself, were fired for conducting union protected activity," said Shawn Ellis, a Local 372 member who worked in circulation for the Detroit dailies and is now a regional trainer for the International Union. "And the NLRB failed to support those who abided by the law while the dailies were allowed to violate and then litigate its labor relations policy. We have got to implement other legal maneuvers and strategies to battle these large corporations."

During his tenure, Hoffa has developed a stronger organization to help Teamster members gain quality contracts across the country.

"What we have learned from the unions and their dedicated memberships in the Detroit newspapers labor dispute is that during any set of contract negotiations, Teamster locals have to develop effective and strong contract strategies that don't rely on the NLRB for resolution," Hoffa said. "To that end, the union now has a variety of services that can help local unions develop strategies as they enter local or national contract bargaining."

Bitter Dispute

At the time of the dispute, Gannett owned the *Detroit News* while Knight Ridder Inc. owned the *Detroit Free Press*. Each company had an interest in a Joint Operating Agreement (JOA), which ran the business operations of each newspaper under the Detroit Newspaper Agency.

The two national newspaper companies began to spend tens of millions of dollars to battle its workforce in one of the most bitter labor disputes in Michigan history.

Currently, Gannett owns 91 daily newspapers, including *USA Today* and the *Detroit Free Press*, nearly 1,000 non-daily publications and 21 television stations. Knight Ridder is no longer in existence.

While union officials worked hard to win on a number of fronts, including through the NLRB, they also waged a contract campaign that cost the Detroit dailies more than a third of their total circulation.

Alternative Tactics

Some of the tactics used by the workers included a nationwide boycott of Gannett papers, a weekly strike paper that was delivered for four years, and residential and company picketing of offices across the country, including one in Plains, Georgia. Former First Lady Rosalynn Carter resigned more than a year early as a director at Gannett as a result of public pressure directed at her from newspaper workers and support organizations.

The unions and their members had to depend on finding alternatives to battle the huge company resources that were spent on hiring guards, public relations, and helicopters to fly newspapers from production facilities to secret distribution points.

Many were fired during the labor dispute. Even after the 17-month strike, a subsequent lockout was instituted by Gannett and Knight Ridder that lasted until mid-2001—54 months after the strike had ended in February 1997.

"Teamster bargaining teams and elected officers must look at political influence, media relations, local and national customers, parent company interaction, among other avenues as they look for that 'key' that will open the door to a fair and equitable agreement," Hoffa said. "As you pull together each of these elements, the company you are negotiating with will then fully understand that you are serious about getting a strong agreement for members."

"I don't want to minimize the Supreme Court or the NLRB rulings for those that it ultimately affects, however, the length of delay is much too supportive for corporations," Hoffa said.





RAIL MAINTENANCE

Appalachian and Ohio Workers Vote "Yes" for BMWED



Track maintenance employees of the Appalachian and Ohio railroad recently ratified their first contract with the Brotherhood of Maintenance of Way Employes Division by a unanimous vote. This is the first union contract on the short line railroad since being sold by Watco Companies.

"I am looking forward to better pay and a set schedule of holidays," said Dustin Huffman, a trackman who has worked for A&O for the past 10 months.

"This contract will provide an immediate increase in wages," said Randall Brassell, Chairman of the BMWED's Eastern Federation. "The contract language standardizes pay rates and gives employees access to a 401(k) plan."

"We asked the members what they wanted in the contract," said Lenn Buckley, a Vice Chairman of the Allied Eastern Federation. "So we knew the priorities were money and benefits. This contract makes sure that the insurance plan they have now stays in place while also raising their wage rates."

The wage increases during the contract's five-year term add up to a 19 percent increase overall. Holidays were increased, too, from six to eight days.

No Downtime in the Summer

"With the contract, there will be an established headquarter point where the crew will report for work each day," Brassell said. "We were successful in getting all of the trackmen, their foremen, operators and a signalman included in the contract. Our aim was to have all of the non-operating crafts under the BMWED contract."

The day after the contract ratification vote, the new BMWED members were working to clean up a train derailment in Burnesville, West Virginia. Replacing rails, ties and ballast is part of the process, even on days where the temperature reaches 104 degrees.

"We had a derailment of a CSX freight car carrying coal," Huffman said. "We are lifting about 30 rails and putting them onto a rail flatbed car," Huffman said. "We'll bring them down past the switch and then push them up the hill in order to get to the derailment site."

The rails, the heaviest 140 pound grade, were 40 feet in length. Working the crane to lift the rails was Jimmy Henegar, one of the men who was enthusiastic about having union representation. "It's always better to have a union contract with its benefits, wage language and other protections."

The A&O railroad has about 150 miles of track in West Virginia and carries freight cargo from coal mines, warehouses and plastic plants. Originally part of the CSX railroad, the short line was recently purchased by Four Rivers Corporation.

REPORT 98 TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board
Benjamin R. Civiletti
Joseph E. diGenova
William H. Webster
DATED: September 5, 2006

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Ninety-eighth Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss the status of pending charges about which we have previously informed you.

II. SUMMARY OF IRB'S FIVE-YEAR REPORT

As has been done in the past, on August 9, 2006, the IRB issued a report to United States District Judge Preska describing the activities of the IRB for the five-year period 2001-2006. During this IRB term, it recommended charges against fifty-three Teamster members, nineteen of which related to knowing association with organized crime members and refusal to testify about organized crime contacts. Other charges related mostly to non-organized crime failure to cooperate, submission of false documents, providing false testimony, collusion with employers, associating with barred members, embezzlement and financial misconduct. The IRB also recommended that six Locals be placed into trusteeship. Five Locals were placed in trusteeship and the sixth favorably worked out its problems under the guidance of the International Union.

In addition, two non-charge reports were issued concerning Locals extracting money from benefit funds for shared expenses. These Locals either revised or implemented new cost-sharing procedures and the IBT developed new guidelines with respect to allocating Local expenses to benefit funds.

III. STATUS OF PREVIOUS IRB CHARGES

A. JOHN KIKES - LOCAL 78, HAYWARD, CALIFORNIA

We have previously informed you that John Kikes, International Representative and Local 78 President, allegedly brought reproach upon the IBT when, subsequent to William T. Hogan, Jr.'s permanent bar from the IBT, he had knowing and purposeful contact with him. General President Hoffa filed the charges against Mr. Kikes and appointed a hearing panel. A hearing was held September 15 and 16, 2005.

Mr. Hoffa accepted the recommendation of the hearing panel and permanently barred Mr. Kikes from the IBT or any other IBT-affiliated entity or Fund and from contact and association with officers, members, employees, representatives and agents of the IBT or any other IBT-affiliated entity or Fund. The IRB notified Mr. Hoffa and counsel to Mr. Kikes that it found the IBT decision to be not inadequate.

The IRB then made an application to Judge Preska for review. New counsel for Mr. Kikes filed with Judge Preska the objections of Mr. Kikes to the IRB's application and on August 25, 2006, filed a Reply Brief in support of Mr. Kikes objections. The matter is with Judge Preska.

B. JOHN CAPONE - LOCAL 295, VALLEY STREAM, NEW YORK

We have previously informed you that Local 295 member John Capone allegedly brought reproach upon the IBT by failing to appear for his scheduled in-person sworn examination. The Local 295 Executive Board held a hearing on June 7, 2006, but withheld a decision until after Mr. Capone's rescheduled examination. On June 21, 2006, Mr. Capone appeared for his rescheduled examination. On July 31, 2006, Local 295 notified the IRB that when Mr. Capone satisfies his current suspension, he will serve a six month suspension from membership in Local 295. The IRB has the matter under consideration.

C. GARY PROCTOR - LOCAL 614, PONTIAC, MICHIGAN

We have previously informed you that Gary Proctor, an IBT member and employee of the International Union, Joint Council 43 and Local 614, allegedly brought reproach upon the IBT by knowingly associating with a barred individual, Michael C. Bane, a former International Representative and the former President of Local 614, who had been permanently barred from the IBT on July 17, 2001. General President Hoffa adopted and filed the proposed charges, and appointed a hearing panel. A hearing was held on June 16, 2006.

On July 25, 2006, Mr. Hoffa permanently expelled Mr. Proctor from membership in Local 614 and the IBT and permanently barred him from holding office or accepting employment with the IBT or any IBT affiliate in any capacity. An IBT amendment to the decision prohibits Mr. Proctor from having any contributions made on his behalf to any IBT-affiliated benefit funds by any IBT-affiliated entities. The IRB has the matter under consideration.

D. EDMUND BURKE - LOCAL 631, LAS VEGAS, NEVADA

We have previously informed you that Local 631 Secretary-Treasurer Edmund Burke allegedly brought reproach upon the IBT and violated his fiduciary duty by failing to investigate or to act in response to Local 631 business agent Frank Incandella's repeated admissions that he had contact with Dane Passo in violation of the Consent Order after Passo was permanently barred from the IBT. General President Hoffa adopted and filed the proposed charges, appointed a hearing panel and a hearing was held April 4, 2006.

Mr. Hoffa barred Mr. Burke for two months from office and employment, but not to affect his IBT membership. After the IRB notified Mr. Hoffa that it found his April 24, 2006, decision to be inadequate, Mr. Burke signed an agreement in which he permanently resigned from all offices and activities in Local 631, and for two years he will not hold any officer position with any IBT-affiliated entity nor will he be an appointed Trustee of any IBT-affiliated entity during this period. The IRB found the agreement served to resolve the matter. On August 9, 2006, Judge Preska approved the agreement.

E. FRANK INCANDELLA - LOCAL 631, LAS VEGAS, NEVADA

In the last issue of the Teamster magazine we informed you that Local 631 member Frank Incandella allegedly brought reproach upon the IBT and violated his membership oath when he subsequent to Dane Passo's permanent bar from the IBT on May 29, 2002, had knowing and purposeful contact with Mr. Passo. General President Hoffa filed the proposed charge and appointed a hearing panel. The hearing is scheduled for September 8, 2006.

F. FLOYD JOHNSON - LOCAL 714, BERWYN, ILLINOIS

We have previously informed you that Local 714 member Floyd Johnson allegedly brought reproach upon the IBT by failing to appear for his scheduled in-person examination. Local 714 held a hearing on August 15, 2006.

G. DONNY ROBLES - LOCAL 714, BERWYN, ILLINOIS

We have previously informed you that Local 714 member Donny Robles allegedly brought reproach upon the IBT by failing to appear for his scheduled in-person examination. Local 714 held a hearing on August 15, 2006.

H. ROBERT D'ANGELO - LOCAL 813, LONG ISLAND CITY, NEW YORK

We have previously informed you that the IRB issued an Investigative Report to General President Hoffa who adopted and filed the charges against Local 813 member Robert D'Angelo for knowingly associating with members of organized crime. He then referred the charges back to the IRB for a hearing. The IRB held a hearing on April 19, 2006, and its decision is in process.

IV. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 55 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed by IRB staff only. It is not manned by an investigator; however, the recorded information if complete and within IRB jurisdiction is forwarded directly to the Investigations Office.

Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

V. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports and also through use of our website at www.irbcases.org.

If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above, use the IRB facsimile number 202-434-8084, or write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001

BREAKING AWAY

MOTION PICTURE INDUSTRY IS ON THE UPSWING IN TEXAS

Dallas native Davie Beard has seen his share of drama after more than thirty years on the job. And for some reason, he's always heading toward a crime scene.

Beard, it turns out, is deep into filming the second season of Fox's breakout drama—Prison Break. And after working a series of movies and television shows like Walker, Texas Ranger and Dallas, Beard sees a big future for Texas and the motion picture and television industry.



"The Dallas area is serving as the basis for the entire Midwest and Western U.S. for Prison Break," Beard, a 32-year member of Local 745, recently said. "Our landscape is serving as Kansas, Nebraska, Utah and Mexico and it's Teamsters who are getting the job done."

Lone Star Resurgence

Even though it is competing with the post-Katrina tax breaks of Louisiana to the East and tax incentive-laden New Mexico to the West, Texas is experiencing a resurgence in production with movies being filmed across the state.

And in an often unfriendly labor environment, Texas Teamsters are making inroads in the industry with the help of the Teamsters Motion Picture Division. Leo Reed, Director of the Division, and Tony Cousimano, Assistant Director, recently negotiated an area standards agreement that ensures all work is being done on a level playing field.

"The industry used to go nonunion for vans and other jobs and they were always missing pick up times, leaving actors stranded or tearing things up," said Joel Morton, transportation captain and a 26-year Teamster. "This new area agreement ensures all of the jobs are done by Teamsters. Everybody out here knows what they're doing."

"This is just the beginning for us," added Beard. "We're breaking out in Texas."

THE TEAMSTERS ARE

Driving America's Future



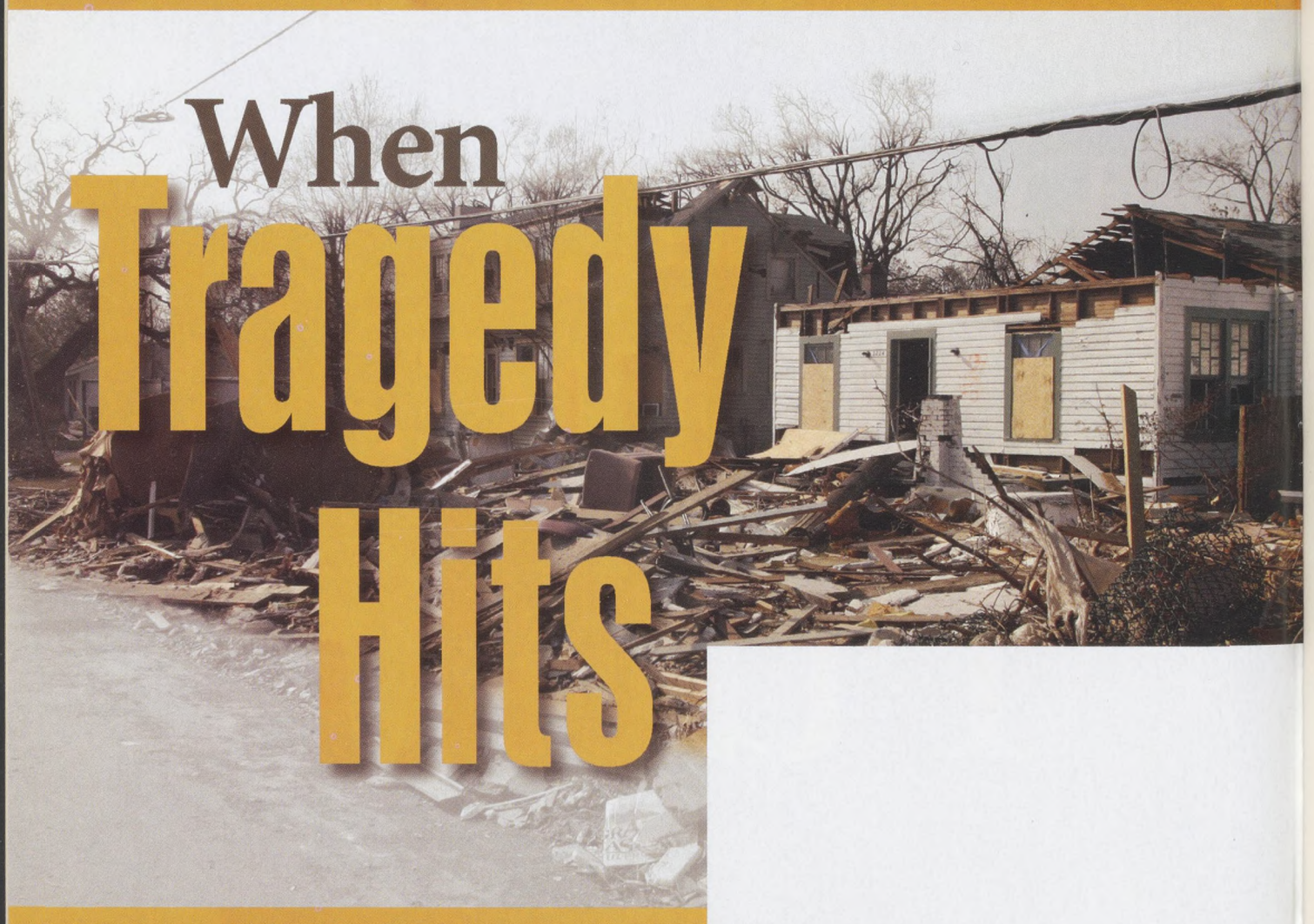
Find out more about this exciting program to build Teamster power on the web at **www.teamster.org**







When Tragedy Hits



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